

The Honorable Robert S. Lasnik

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**UNITED STATES DISTRICT COURT
WESTERN DISTRICT OF WASHINGTON
AT SEATTLE**

THE COALITION TO PROTECT PUGET
SOUND HABITAT,
Plaintiff,
v.
U.S. ARMY CORPS OF ENGINEERS, *ET*
AL.,
Defendants,
and
TAYLOR SHELLFISH COMPANY, INC.,
Defendant-Intervenor.

No.: 2:16-CV-00950-RSL

**DECLARATION OF KARL G. ANUTA IN
SUPPORT OF COALITION MOTION FOR
AN AWARD OF FEES AND EXPENSES**

I, Karl G. Anuta, Declare:

1. I am lead counsel for plaintiff Coalition to Protect Puget Sound Habitat (the Coalition) in this matter. I am over the age of 18 years. If called as a witness I would and could testify to the following as a matter of my own personal knowledge.

Page 1 – SUPP. DECL. OF KARL G ANUTA
IN SUPPORT OF COALITION MOTION
FOR AN AWARD OF FEES AND EXPENSES

CASE NO. 2:16-CV-00950

LAW OFFICE OF KARL G. ANUTA,
P.C.
TRIAL ATTORNEY
735 S.W. First Avenue
Portland, OR 97204

1 2. This Declaration supplements my prior Declaration which accompanied
2 the Coalition's initial Memorandum in support of fees, filed September 18, 2020. Dkt
3 #100.
4

5 3. Since filing its prior fee petition (Dkt #99), CPPSH has engaged in good-
6 faith, but so far unsuccessful, efforts to settle its claim for fees with Defendant U.S.
7 Army Corps (the Corps). On May 11, 2021, the Coalition submitted its last counter offer.
8 We have, to date, received no response.

9 4. I have collected and compiled all the time records for this case since
10 September 18, 2020, for both myself, Mr. Sargetakis, and Mr. Tienson. Those hours
11 are attached as Exhibit A.¹
12

13 5. As those time records show, I spent an additional 28.15 hours on the fee
14 issues since the original Fee Petition/Motion was filed in September of last year. Mr.
15 Sargetakis spent an additional 12.3 hours on fee issues, and Mr. Tienson spent an
16 additional .5 hours on those issues. The Coalition is seeking recovery of \$18,927 for
17 those hours.
18

19 6. Since filing the prior Motion/Petition for Fees, my time sought was
20 primarily spent (i) meeting, talking or emailing with potential experts on rates and hours;
21 (ii) negotiating with the Corps attorney to try to settle the fee dispute; (iii) outlining legal
22 research needed and engaging in research on various fee related issues; (iv) discussing
23 with co-counsel strategy for presenting Supplemental Fee Petition arguments and
24 materials; (v) drafting or editing letters or emails between the Corps and various
25

26 ¹ The hours for Thane Tienson are notably brief (just two entries). That is because Mr. Tienson passed
27 away suddenly and unexpectedly on January 27, 2021.

1 experts; (vi) reviewing legal research and analysis prepared by co-counsel; and, (vii)
 2 drafting, and/or editing the Supplemental Memorandum on fees as well as the various
 3 supporting Declarations.
 4

5 7. Following the issuance of the Remedy Order in this case, the Industry
 6 Intervenor immediately appealed to the Ninth Circuit. The Corps initially also filed a
 7 Notice of Appeal. However, the Corps shortly thereafter voluntarily dismissed that
 8 appeal on August 18, 2020. Intervenor-Defendants did not dismiss. Plaintiffs were still
 9 forced to defend this Court's decisions on an expedited briefing and expedited hearing
 10 basis. That defense was successful. However, because the Corps dismissed its appeal,
 11 counsel for the Coalition have chosen **not to** seek recovery for all of the time spent
 12 defending this Court's Decisions on the Merits or on Remedy on appeal.²
 13

14 8. I have carefully exercised billing discretion and judgment to try to "no
 15 charge" or remove any time that was in my view excessive or duplicative or off topic,
 16 from the hours for which Coalition seeks recovery. I have also been careful to not seek
 17 recovery for work that I performed that could have been performed by a non-attorney. I
 18 reviewed my time records prior to the filing of this Motion for an award of attorney's
 19 fees. The hours for which recovery is sought were in my opinion reasonably spent on
 20 work necessary to advance this litigation and to help the plaintiff recover attorney fees
 21
 22

23
 24 ² The Coalition is **also not seeking** recovery for all of the time spent by all three counsel investigating
 25 and assessing the legality of the Corps' expedited issuance of a 2021 NWP 48, or the time spent
 26 evaluating the Corps efforts since then to avoid any analysis under the Clean Water Act, and/or the
 27 National Environmental Protection Act, for many hundreds of aquaculture operations that previously had
 28 NWP 48 authorizations - by instead issuing authorizations for those same (or larger combined) operations
 as so called "Letters Of Permission" under the Rivers & Harbors Act. All time recorded on those issues
 has been removed from the hours listed in the attached Exhibit A itemization.

1 commensurate with the success achieved in the merits and remedy phases of the case.

2
3 9. We took this case on what is essentially a contingency fee basis. That is
4 typically how these cases are done, with the attorneys bearing the risk that they do not
5 get paid much or anything for their time, if they do not prevail in the case. Early on the
6 Coalition had a small amount of funds available to put towards my time strategizing and
7 helping build a potentially successful case. I charged the Coalition for some of my time,
8 and that of my law clerk, but at a very low rate – relying on the possibility of recovering
9 fees at full market rate should we prevail. Since I knew the Coalition had only limited
10 funds, I was very very careful to limit my time as much as possible – while still doing the
11 work necessary to get the case ready. We also used some of the Coalition funds to pay
12 for litigation related expenses. After not too long a period, the Coalition did not have
13 sufficient funds to pay for my time. Consequently, the remainder (and the vast majority)
14 of the hours devoted to the case were on a purely contingent fee basis.
15

16 10. I already addressed in my original Declaration the reasonableness of the
17 hourly rates sought. In my opinion they are reasonable. Lest there is any question,
18 based on my personal knowledge of billing practices of attorneys in private practice in
19 Washington and Oregon, I am similarly confident that the hourly rates sought for all of
20 the additional work on the fee issues – which is reflected in this Declaration and the
21 attached hours, are at or even below the market rates for similarly experienced
22 attorneys in Seattle Washington.
23

24 11. Since filing the prior Motion/Petition for Fees, on behalf of the Coalition I
25 sought additional input from local attorneys in Seattle who are familiar with complex
26

1 federal environmental litigation, and with the hourly rates normally charged for such
 2 work. The Coalition has supplemented its prior supporting Declarations related to fees
 3 with two additional Declarations, each from partners at a firm with offices in and each of
 4 whom practice in Seattle. Those concurrently filed Declarations are from Paul
 5 Kampmeier (*see generally*, Kampmeier Decl. Ex. A - Resume/CV of Declarant), and
 6 from Thomas Newlon (*see*, Newlon Decl. ¶2 (describing qualifications)). These two
 7 additional Declarations provide further critical insight on customary local billing rates for
 8 the Seattle area. The Kampmeier Declaration also provides further analysis and
 9 understanding about the reasonableness of the hours for which CPPSH seeks recovery.
 10

11
 12 12. The Coalition has incurred the expense of engaging experts on fees, and
 13 seeks to recover that expense as part of this litigation. The invoice from Stoel Rives for
 14 expert Newlon's time spent reviewing the fee petition materials and the rates is attached
 15 as Exhibit B. The Kampmeier & Knutsen firm is owed \$8,036 for Paul Kampmeier's
 16 time spent reviewing the case materials, the time entries, and the fee petition materials.
 17 Kampmeier Decl. ¶33. Consequently, the Coalition seeks the sum of \$13,391.50 in
 18 additional litigation expenses for the fee experts' time. This is the type of expense that
 19 would normally be billed to the client in any litigation.
 20

21 13. The Coalition also looked to additional sources for reasonableness of the
 22 rates sought. While not definitive, the Coalition found the Wolter Kluwer 2018 *Real Rate*
 23 *Report* instructive. That Report is attached as Exhibit C. We have included in the
 24 Supplemental Fee Memo a discussion of what that Report shows about Seattle market
 25 rates for counsel of the same caliber as the Coalition's attorneys.
 26

1
2 I declare under penalty of perjury under the laws of the state of Washington and
3 pursuant to 28 U.S.C. § 1746, that the foregoing is true and correct.

4 Executed on this 1st day of July, 2021.

5 Respectfully submitted,

6 /s/ Karl G. Anuta
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Coalition to Protect Puget Sound

Invoice Date: July 01, 2021

Invoice Amount: \$18,927.00

Matter: NWP 48 Challenge

Attorney's Fees

9/25/2020	TWT - Review email and proposed Order from Kent Harrison relating EAJA fees;	E.V.	.25	\$162.50
9/28/2020	Review co-counsel emails on Joint Motion to Stay Fee Motion briefing and Hearing; Edit draft Joint Motion; Send to Corps atty with approval to file;	K.A.	.45	\$288.00
9/28/2020	TWT - Email exchange re: response to Kent re: proposed Order and drafts edits regarding same;	E.V.	.25	\$162.50
10/1/2020	Review potential fee expert PK email about status of fee petition;	K.A.	.10	\$64.00
10/7/2020	Review Joint Motion to Stay as filed; Review Order granting Joint Motion;	K.A.	.25	\$160.00
3/3/2021	Email to Corp attorney about Mandate issuance and possible Briefing Schedule agreement once it does;	K.A.	.15	\$96.00
3/4/2021	Review email from Corp attorney about schedule for Briefing fees if we cannot settle that issue; Provide feedback on same;	K.A.	.25	\$160.00
3/11/2021	Emails with CFS and co-counsel about whether anyone has heard from Corps with an offer on fees;	K.A.	.25	No Charge
3/16/2021	Emails with CFS about the Settlement offer they got from the Corps attorney;	K.A.	.30	No Charge
3/17/2021	Review Corp attorney letter with Settlement proposal on fees; Update TT partner DB on same; Begin review of case law cited by Corps attorney; Discussion with co-counsel on same; Email exchange with TT partner DB about possible fee expert TN and his willingness to review rates; Email exchange with fee expert PK with Corp Settlement	K.A.	.90	\$576.00

	letter and additional paperwork from our files that he will need to review; Email to potential fee expert DM to see if he will review rates/hours; d MJS on same;			
3/18/2021	Further email exchange with potential fee expert DM about whether he is available to review records;	K.A.	.10	No Charge
3/23/2021	Email exchange with CFS about how to get access to Real Rate Report cited by Corps atty; Email exchange with MJS about his efforts to locate more recent version of same; Review email from Corps atty responding to CFS email requesting copy of Real Rate Report for 2018 that Corps relied upon (atty noted that the Corps hasn't so far been able to locate a 2020 version of the Report);	K.A.	.40	\$256.00
3/24/2021	Email exchange with CFS counsel about what Real Rate Report really shows, and how we should respond to Corps;	K.A.	.30	\$192.00
3/31/2021	Email exchange with MJS about BNSF case;	K.A.	.20	\$128.00
4/5/2021	Review 9th Circuit mandate which is now issued; Follow up emails to co-counsel about that triggering fee Briefing;	K.A.	.30	\$192.00
4/6/2021	Email to Corps attorney with detailed thoughts on why Settlement offer was not sufficient; Provide counter offer to same;	K.A.	.45	\$288.00
4/7/2021	Multiple emails with CFS and Corps about Briefing Schedule on Fee Motion;	K.A.	.25	No Charge
4/10/2021	Email exchange with Corps and CFS counsel on proposed Briefing Schedule;	K.A.	.30	No Charge
4/13/2021	Multiple emails and discussion with MJS about how Real Rate Report actually helps us - when looked at closely;	K.A.	.40	\$256.00
4/13/2021	MJS - Review Real Rate Report; Email to KGA outlining findings;	E.V.	.50	\$150.00
4/15/2021	Multiple emails with CFS and Corps counsel on Joint Motion to set Briefing Schedule;	K.A.	.30	No Charge
4/26/2021	Prepare summary of case and hourly rate issue for potential fee expert TN; Send same to TT partner DB; Follow up with CFS on whether they have seen an Order granting Fee Briefing Schedule Motion;	K.A.	.60	\$384.00
4/27/2021	Follow up with potential fee expert PK telling him we hadn't made any headway on negotiations so we will need him to review things;	K.A.	.20	\$128.00
4/28/2021	Email exchange with potential fee expert PK; Review and approve proposed Order on Briefing for Joint Motion; Review MJS' calculations using Real Rate Report on what our rates should be; Forward Settlement proposal emails and materials to fee expert PK;	K.A.	.50	\$320.00
4/29/2021	Multiple email with Court clerk about getting joint Motion filed in our case because it was apparently	K.A.	.55	No Charge

	only filed into CFS case; Review Court clerk email confirming Joint Motion was ultimately filed in ours;			
4/30/2021	Review Corp attorney email indicting he wants more detailed response than my 4/6 email; Follow up with MJS to provide outline of more detailed response to Corps atty;	K.A.	.40	\$256.00
5/3/2021	Review Corps revised offer letter to CFS;	K.A.	.25	No Charge
5/7/2021	Phone call with fee expert with PK; Email exchange with MJS about draft detailed response to Corps Settlement proposal;	K.A.	.50	\$320.00
5/7/2021	MJS - Draft letter in response to K.H. fee offer. research case law on pre-filing hours, calculate time differences between petition and offer	E.V.	2.80	\$840.00
5/10/2021	Review initial draft of detailed response letter to Corps settlement proposal and fees; Edit same;	K.A.	.40	\$256.00
5/11/2021	Detailed letter to Corps attorney explaining why their opening offer was absurdly low and again stating our counter offer; Follow up with potential fee expert DM about whether he can get permission to review materials and provide Declaration in support; Update TT partner DB about status of so far unsuccessful negotiations with Corps and next steps to take to use potential fee expert TN;	K.A.	.45	\$288.00
5/11/2021	Update CFS on our letter to Corps with counter offer; Coordinate with CFS about possible use of PK as possible fee expert;	K.A.	.30	No Charge
5/13/2021	Email exchange with potential fee expert PK to confirm he should go forward with review of documents;	K.A.	.10	\$64.00
5/17/2021	Email to potential fee expert DM with all fee documents for his review; Follow up phone call with potential fee expert DM to discuss whether he can provide a Fee Declaration or not; Notify MJS that DM's firm will not allow him to provide a signed Declaration even though he thinks our fees are exceptionally reasonable; Email to potential fee expert TN with additional documents for his review;	K.A.	.60	\$384.00
5/21/2021	Email exchange with fee expert PK about his status of review of the materials;	K.A.	.15	\$96.00
5/24/2021	Multiple emails with CFS counsel and fee expert PK about supplemental docs to be filed and timing of same;	K.A.	.45	No Charge
5/25/2021	Review multiple emails from CFS about draft MOET on Supp. fee briefs; Respond to same; Follow up with multiple fee experts on the status of their review; Review their responses; Provide update to same on MOET; Review draft and final MOET from CFS as filed in their case; Instruct staff to see that same are filed in our case; Emails with MJS on	K.A.	.70	\$448.00

	planning for substance of Supp Fee briefs, if both experts PK and TN come through with supporting Decl's;			
5/26/2021	Review Court Minute Order granting MOET on fee briefs; Emails with co-counsel and fee experts about same; Follow up email with TT partner to update him on status of fee Motion;	K.A.	.35	\$224.00
5/27/2021	Review Draft Decl. from fee expert TN; Discuss same with MJS; Review Notice Of Appearance filed by new Corps atty and withdrawal Notice from Corps atty KH;	K.A.	.45	\$288.00
6/1/2021	Review email from TT partner DB about Death Notice; Respond to same; Locate example of Death Notice; Provide feedback to fee expert TN on draft Decl;	K.A.	.80	No Charge
6/2/2021	Finalize and file Death Notice for TT; Provide fee expert PK with new dates for Supp Fee Memo from Minute Order	K.A.	.35	No Charge
6/8/2021	Review final Decl. from fee expert TN;	K.A.	.25	\$160.00
6/9/2021	Send fee expert TN Decl to co-counsel for use in Supp Memo;	K.A.	.20	\$128.00
6/9/2021	Emails with CFS to see where they are at on fee negotiations with the Corps;	K.A.	.20	No Charge
6/9/2021	MJS - Review Newlon Dec. ; Begin drafting supplemental fee petition;	E.V.	1.40	\$420.00
6/10/2021	MJS - Continue supplemental fee petition revisions;	E.V.	.50	\$150.00
6/16/2021	Phone call with DB (TT partner) about Invoice they got from fee expert TN; Update DB on status of negotiations (or lack thereof) and intent to file supplemental supporting Memo and two fee expert Decl's on 7/1; Begin review of draft Supp. Fee Memo from MJS;	K.A.	.65	\$416.00
6/16/2021	MJS - Research and revisions re: compensable time for Supplemental Fee Petition	E.V.	.40	\$120.00
6/17/2021	Review email from fee expert PK with questions about content of Decl; Respond to same and provide copy of fee expert TN Decl. to fee expert PK;	K.A.	.15	\$96.00
6/18/2021	Emails with fee expert PK, to schedule talk on various issues;	K.A.	.10	No Charge
6/21/2021	Review email from fee expert TN with Invoice for his Decl. work; Respond to same; Scheduling emails with expert PK	K.A.	.35	No Charge
6/22/2021	Phone call with fee expert PK to answer questions and get update on status of draft Decl; Edits to draft Supp. Fee Petition; Begin review of hours on Fee issues, for inclusion (or not) in Suppl. Petition;	K.A.	1.80	\$1,152.00
6/23/2021	Review draft Decl from fee expert PK; Provide feedback on same;	K.A.	.75	\$480.00
6/28/2021	Edits to draft Supp. Fee Petition Memo; Discussions with MJS on legal issues to add to same; Phone calls	K.A.	4.85	\$3,104.00

	with fee expert PK to answer his questions about time sheets and review his thoughts on additions to his draft supporting Decl; Begin review my draft Supp. Decl; Continue review of all hours by myself, TT and MJS since original fee petition, to remove duplicates and no charge any nonessential time;			
6/28/2021	MJS - Research fees on fees; Draft KGA Supplemental Dec.; Review revisions; Continue revisions on Supplemental Fee Petition; Add parenthetical cites; Review hours;	E.V.	2.40	\$720.00
6/29/2021	Review and edit revised Supp. Fee Memo; Edit draft Supp Decl; Review TT hours from his office; Complete review of all hours to no charge or eliminate non-billable time; Follow up with fee expert PK;	K.A.	3.45	\$2,208.00
6/30/2021	Additional review and brief edits to KGA Decl. and Supp. Fee Memo; Discussions with MJS on need for some additions to same;	K.A.	.90	\$576.00
6/30/2021	MJS - continue review/revisions of supplemental fee petition and supporting decs. add numbers to exhibits, format, finalize exhibits and decs. research and draft recoverable fee discussion, send revised docs to KGA;	E.V.	2.80	\$840.00
7/1/2021	Help finalize and then arrange for filing of Supp. Fee Memo, KGA Supp Decl, TN Decl, and PK Decl;	K.A.	.75	\$480.00
7/1/2021	MJS - finish edits, finalize all docs, prepare for filing, review, and send to KGA for filing;	E.V.	1.50	\$450.00
SUBTOTAL:			40.95	\$18,927.00

TOTAL \$18,927.00

PREVIOUS BALANCE DUE \$0.00

CURRENT BALANCE DUE AND OWING \$18,927.00



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INVOICE DATE 06/24/21
INVOICE NUMBER 4272712
TAN

Employer's Identification No. 93-0408771

0066309
00002 FEE TESTIMONY

STATEMENT OF SERVICES, DISBURSEMENTS, AND OTHER CHARGES THROUGH 06/24/21

Fees for Professional Services
(see attached for detail)

\$5,355.50

Total current amount due

\$5,355.50

Payment is due within 30 days from the date of invoice.

PLEASE REMIT PAYMENT
BY:

ACH/WIRE
Wells Fargo
ABA #121000248
Stoel Rives LLP Deposit Account
Account #4239895626

CREDIT CARD
ClientPay
First time users - Email
accountsreceivable@stoel.com
Existing users - Visit
www.stoel.com/clientpay

CHECK
101 S. Capitol Blvd.
Suite 1900
Boise, ID 83702



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INVOICE DATE 06/24/21
 INVOICE NUMBER 4272712
 TAN

0066309

00002

FEE TESTIMONY

Employer's Identification No. 93-0408771

DATE	CURRENT SERVICES THROUGH 06/24/21	ATTY	HOURS	VALUE
05/22/21	Revise draft Newlon declaration and review attorney rate information for same	JTG	.2	85.00
05/24/21	Review information (motion for fees and supporting Anuta declaration and Anuta correspondence with Department of Justice) for Newlon declaration re attorney rates for EAJA fees claim	JTG	1.2	510.00
05/25/21	Continue reviewing motion for fees and related materials, including Stoel Rives' attorney rates from past years, for Newlon declaration re attorney rates for EAJA fees claim	JTG	.3	127.50
05/26/21	Review case materials and correspondence from Karl Anuta; work on fees declaration	TAN	.6	429.00
05/26/21	Continue revising draft Newlon declaration and reviewing attorney rate information for same	JTG	.5	212.50
05/26/21	Draft Newlon declaration re attorney rates for EAJA fees claim, and continue reviewing information for same	JTG	2.5	1062.50
05/27/21	Review case materials; review fees surveys; work on declaration draft; transmit draft to Karl Anuta	TAN	1.4	1001.00
05/27/21	Continue revising draft Newlon declaration and reviewing attorney rate information for same	JTG	.8	340.00
05/28/21	Continue drafting/revising Newlon declaration re attorney rates for EAJA fees claim, and continue reviewing information for same	JTG	3.4	1445.00
06/08/21	Finalize declaration and transmit to Karl Anuta	TAN	.2	143.00

TOTAL CURRENT SERVICES**\$5,355.50****TIME RECAP**

James T. Graves (JTG)
 Thomas A. Newlon (TAN)

HOURS	RATE	VALUE
8.9	425	3,782.50
2.2	715	1,573.00

TIMEKEEPER TOTALS

11.1	5,355.50
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2018 Real Rate Report[®]

thru September 2018

The Industry's
Leading Analysis
of Law Firm
Rates, Trends,
and Practices



Wolters Kluwer

When you have to be right

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A Letter to Our Readers

Welcome to the Wolters Kluwer's ELM Solutions Real Rate Report®, the industry's leading data-driven benchmark report for lawyer rates.

Our Real Rate Report has been a useful data analytics resource to the legal industry since its inception in 2010 and continues to evolve. The Real Rate Report is powered by Wolters Kluwer's ELM Solutions LegalVIEW® data warehouse, the world's largest source of legal performance benchmark data, which has grown to include over \$128 billion in anonymized legal data.

The legal services industry relies on internal analytics and the use of data resources, such as the LegalVIEW® data warehouse, to support legal management strategies. The depth and details of the data in the Real Rate Report enable you to better benchmark, and make more informed investment and resourcing decisions for your organization.

As with past Real Rate Reports, all of the data analyzed are from corporations' and law firms' e-billing and time management solutions. We have included lawyer and paralegal rate data filtered by specific practice and sub-practice areas, metropolitan areas, and types of matters to give legal departments and law firms greater ability to pinpoint areas of opportunity.

We strive to make the Real Rate Report a valuable and actionable reference tool for legal departments and law firms. As always, we welcome your comments and suggestions on what information would make this publication more valuable to you. We thank you for making Wolters Kluwer's ELM Solutions your trusted partner for legal industry domain expertise, data, and analytics and look forward to serving you to provide market-leading, expert solutions that deliver the best business outcomes for collaboration among legal departments and law firms.

Sincerely,



Jonah Paransky

EVP and General Manager

Wolters Kluwer's ELM Solutions

How to Use this Report

The 2018 Real Rate Report:

- Examines law firm rates over time
- Identifies rates by location, experience, firm size, areas of expertise, industry, and timekeeper role (i.e., partner, associate, and paralegal)
- Itemizes variables that drive rates up or down

All the analyses included in the report are derived from the actual rates charged by law firm professionals as recorded on invoices submitted and approved for payment.

Examining real, approved rate information along with the ranges of those rates and their changes over time highlights the role these variables play in driving aggregate legal cost and income. The analyses can energize questions for both corporate clients and law firm principals.

Clients might ask whether they are paying the right amount for different types of legal services, while law firm principals might ask whether they are charging the right amount for legal services and whether to modify their pricing approach.

Some key factors that drive rates¹:

- **Geographic location** - lawyers in urban and major metropolitan areas tend to charge more when compared with lawyers in rural areas or small towns.
- **Degree of difficulty** - the cost of representation will be higher if the case is particularly complex or time-consuming; for example, if there are a large number of documents to review, many witnesses to depose, and numerous procedural steps, the case is likely to cost more (regardless of other factors like the lawyer's level of experience).
- **Experience and reputation** - a more experienced, higher-profile lawyer is often going to charge more, but absorbing this higher cost at the outset may make more sense than hiring a less expensive lawyer who will likely take time and billable hours to come up to speed on unfamiliar legal and procedural issues.
- **Overhead** - the costs associated with the firm's support network (paralegals, clerks, assistants), document preparation, consultants, research, and other expenses.

The data in the 2018 Real Rate Report provides corporate counsel with an understanding of the rates they can expect to pay for a given matter type, industry, or practice area and offers in-depth analyses on key drivers of rates to help make informed selection decisions. For law firms, it provides a relative benchmark to ensure that pricing for legal services remains competitive.

¹ David Goguen, J.D., University of San Francisco School of Law (2017) Guide to Legal Services Billing Retrieved from <https://www.lawyers.com/legal-info/research/guide-to-legal-services-billing-rates.html>



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For ideas based on insight, trust LegalVIEW – the world's largest source of legal performance benchmark data, which has grown to include over \$128 billion in anonymized legal data.

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Section I: High-Level Data Cuts



2018 Real Rate Report

Section I: High-Level Data Cuts

Partners, Associates, and Paralegals

By Role

Q3 2018 -- Real Rates

Trend Analysis (Mean)

Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Partner	15479	\$380	\$585	\$845	\$642	\$617	\$599
Associate	15530	\$275	\$405	\$588	\$452	\$429	\$413
Paralegal	7638	\$125	\$193	\$268	\$206	\$197	\$191

Section I: High-Level Data Cuts

Detailed Practice Areas

By Matter Type

Q3 2018 -- Real Rates for Partners, Associates, and Paralegals

Trend Analysis (Mean)

Practice Area	MatterType	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Bankruptcy and Collections	Litigation	Partner	313	\$270	\$370	\$460	\$402	\$392	\$379
		Associate	212	\$223	\$255	\$310	\$286	\$268	\$265
		Paralegal	127	\$123	\$144	\$180	\$153	\$150	\$149
	Non-Litigation	Partner	308	\$289	\$362	\$435	\$391	\$411	\$416
		Associate	190	\$225	\$275	\$350	\$299	\$308	\$291
		Paralegal	164	\$125	\$159	\$191	\$163	\$164	\$167
Commercial	Litigation	Partner	1124	\$393	\$560	\$765	\$606	\$604	\$560
		Associate	953	\$275	\$356	\$505	\$406	\$402	\$385
		Paralegal	611	\$120	\$195	\$266	\$202	\$199	\$193
	Non-Litigation	Partner	867	\$444	\$595	\$804	\$677	\$665	\$608
		Associate	693	\$306	\$395	\$583	\$475	\$467	\$420
		Paralegal	211	\$144	\$205	\$284	\$223	\$222	\$199
Corporate: Antitrust and Competition	Litigation	Partner	117	\$523	\$740	\$889	\$734	\$703	\$648
		Associate	128	\$375	\$458	\$610	\$494	\$495	\$468
		Paralegal	70	\$230	\$256	\$298	\$259	\$244	\$234
	Non-Litigation	Partner	121	\$745	\$892	\$1,075	\$918	\$867	\$767
		Associate	285	\$410	\$505	\$677	\$550	\$542	\$505
		Paralegal	70	\$251	\$269	\$310	\$276	\$261	\$244
Corporate: Corporate Development	Non-Litigation	Partner	43	\$557	\$696	\$878	\$740	\$632	\$641
		Associate	32	\$273	\$341	\$406	\$372	\$365	\$401
		Paralegal	12	\$144	\$166	\$222	\$196	\$215	\$194
Corporate: Governance	Litigation	Partner	44	\$869	\$975	\$1,050	\$945	\$872	\$821
		Associate	38	\$475	\$583	\$791	\$618	\$541	\$531
	Non-Litigation	Partner	167	\$670	\$1,000	\$1,293	\$968	\$940	\$908
		Associate	184	\$421	\$630	\$755	\$608	\$582	\$504
		Paralegal	73	\$250	\$305	\$385	\$299	\$263	\$240
Corporate: Information and Technology	Non-Litigation	Partner	36	\$558	\$645	\$750	\$682	\$658	\$637
		Associate	35	\$310	\$411	\$505	\$418	\$406	\$346
Corporate: Mergers, Acquisitions and Divestitures	Litigation	Partner	15	\$511	\$595	\$704	\$600	\$657	\$551
		Associate	12	\$287	\$384	\$473	\$391	\$437	\$373
	Non-Litigation	Partner	725	\$681	\$873	\$1,148	\$909	\$834	\$823
		Associate	814	\$400	\$555	\$725	\$568	\$515	\$509
		Paralegal	800	\$125	\$125	\$255	\$192	\$209	\$201

Section I: High-Level Data Cuts

Detailed Practice Areas

By Matter Type

Q3 2018 -- Real Rates for Partners, Associates, and Paralegals

Trend Analysis (Mean)

Practice Area	MatterType	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Corporate: Other	Litigation	Partner	1522	\$405	\$617	\$804	\$629	\$570	\$571
		Associate	1369	\$295	\$405	\$536	\$428	\$390	\$372
		Paralegal	594	\$150	\$212	\$274	\$217	\$201	\$191
	Non-Litigation	Partner	2132	\$500	\$730	\$925	\$748	\$728	\$718
		Associate	1978	\$340	\$475	\$631	\$505	\$485	\$472
		Paralegal	750	\$175	\$236	\$324	\$246	\$224	\$220
Corporate: Partnerships and Joint Ventures	Non-Litigation	Partner	78	\$771	\$1,044	\$1,201	\$1,004	\$963	\$925
		Associate	99	\$458	\$630	\$815	\$626	\$614	\$580
		Paralegal	56	\$193	\$272	\$403	\$277	\$247	\$269
Corporate: Regulatory and Compliance	Litigation	Partner	473	\$547	\$750	\$975	\$762	\$735	\$682
		Associate	502	\$365	\$480	\$630	\$506	\$478	\$455
		Paralegal	261	\$194	\$250	\$303	\$257	\$246	\$236
	Non-Litigation	Partner	1126	\$479	\$666	\$896	\$702	\$677	\$665
		Associate	966	\$340	\$485	\$628	\$500	\$456	\$438
		Paralegal	310	\$160	\$222	\$290	\$231	\$213	\$220
Corporate: Strategic Asset Management	Non-Litigation	Partner	26	\$465	\$737	\$984	\$744	\$820	\$798
Corporate: Tax	Litigation	Partner	36	\$395	\$450	\$502	\$487	\$567	\$563
		Associate	33	\$250	\$350	\$483	\$370	\$370	\$364
		Paralegal	21	\$125	\$165	\$225	\$181	\$179	\$205
	Non-Litigation	Partner	360	\$575	\$779	\$999	\$821	\$792	\$795
		Associate	293	\$371	\$536	\$680	\$563	\$528	\$528
		Paralegal	76	\$151	\$212	\$269	\$219	\$256	\$291
Corporate: Treasury	Non-Litigation	Partner	38	\$820	\$975	\$1,111	\$954	\$900	\$849
		Associate	55	\$442	\$572	\$699	\$565	\$525	\$513
		Paralegal	17	\$230	\$250	\$295	\$254	\$263	\$249
Corporate: White Collar/Fraud/Abuse - Internal Only	Litigation	Partner	24	\$688	\$846	\$970	\$787	\$690	\$753
Employment and Labor: ADA	Litigation	Partner	25	\$275	\$405	\$515	\$422	\$420	\$393
		Associate	16	\$225	\$245	\$280	\$277	\$348	\$288
	Non-Litigation	Partner	12	\$340	\$434	\$541	\$438	\$441	\$391

Section I: High-Level Data Cuts

Detailed Practice Areas

By Matter Type

Q3 2018 -- Real Rates for Partners, Associates, and Paralegals

Trend Analysis (Mean)

Practice Area	MatterType	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Employment and Labor: Agreements	Litigation	Partner	47	\$438	\$578	\$852	\$699	\$713	\$535
		Associate	56	\$310	\$475	\$606	\$493	\$545	\$435
		Paralegal	24	\$264	\$306	\$323	\$299	\$290	\$213
	Non-Litigation	Partner	63	\$370	\$465	\$661	\$517	\$452	\$462
		Associate	37	\$265	\$310	\$550	\$393	\$312	\$344
		Paralegal	16	\$144	\$153	\$214	\$173	\$153	\$164
Employment and Labor: Compensation and Benefits	Litigation	Partner	68	\$430	\$648	\$837	\$662	\$600	\$609
		Associate	45	\$302	\$415	\$600	\$458	\$476	\$415
		Paralegal	18	\$150	\$213	\$240	\$211	\$214	\$216
	Non-Litigation	Partner	222	\$528	\$663	\$826	\$682	\$658	\$630
		Associate	125	\$320	\$401	\$505	\$416	\$408	\$402
		Paralegal	21	\$149	\$180	\$243	\$195	\$207	\$232
Employment and Labor: Discrimination, Retaliation and Harassment / EEO	Litigation	Partner	331	\$345	\$420	\$545	\$460	\$424	\$409
		Associate	285	\$261	\$302	\$375	\$334	\$322	\$302
		Paralegal	167	\$125	\$170	\$210	\$176	\$165	\$159
	Non-Litigation	Partner	192	\$380	\$445	\$504	\$464	\$452	\$442
		Associate	191	\$277	\$315	\$382	\$331	\$312	\$317
		Paralegal	93	\$130	\$180	\$223	\$181	\$178	\$162
Employment and Labor: ERISA	Litigation	Partner	34	\$388	\$505	\$799	\$586	\$632	\$622
		Associate	14	\$278	\$383	\$539	\$426	\$424	\$416
	Non-Litigation	Partner	99	\$446	\$595	\$825	\$643	\$621	\$623
		Associate	62	\$296	\$400	\$558	\$447	\$404	\$413
		Paralegal	11	\$197	\$250	\$375	\$287	\$266	\$230
Employment and Labor: Immigration	Non-Litigation	Partner	31	\$372	\$470	\$635	\$529	\$616	\$526
		Associate	14	\$276	\$377	\$458	\$393	\$421	\$513
		Paralegal	21	\$181	\$198	\$250	\$209	\$200	\$186
Employment and Labor: OFCCP	Non-Litigation	Partner	11	\$428	\$560	\$610	\$569	\$620	\$607
Employment and Labor: OSHA	Non-Litigation	Partner	12	\$435	\$464	\$497	\$478	\$481	\$461
Employment and Labor: Other	Litigation	Partner	540	\$434	\$595	\$760	\$627	\$602	\$556
		Associate	500	\$305	\$418	\$590	\$451	\$433	\$407
		Paralegal	301	\$165	\$223	\$260	\$216	\$211	\$200
	Non-Litigation	Partner	691	\$400	\$520	\$690	\$574	\$559	\$540
		Associate	490	\$285	\$351	\$462	\$399	\$382	\$365
		Paralegal	138	\$132	\$190	\$250	\$217	\$201	\$195

Section I: High-Level Data Cuts

Detailed Practice Areas

By Matter Type

Q3 2018 -- Real Rates for Partners, Associates, and Paralegals

Trend Analysis (Mean)

Practice Area	MatterType	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Employment and Labor: Union Relations and Negotiations / NLRB	Litigation	Partner	84	\$406	\$530	\$669	\$571	\$567	\$513
		Associate	70	\$290	\$332	\$405	\$362	\$362	\$347
		Paralegal	17	\$105	\$196	\$205	\$177	\$206	\$197
	Non-Litigation	Partner	152	\$386	\$450	\$551	\$484	\$483	\$475
		Associate	71	\$280	\$325	\$355	\$334	\$339	\$329
		Paralegal	16	\$142	\$200	\$227	\$191	\$180	\$172
Employment and Labor: Wages, Tips and Overtime	Litigation	Partner	64	\$337	\$440	\$540	\$447	\$441	\$448
		Associate	52	\$285	\$327	\$441	\$362	\$368	\$352
		Paralegal	31	\$105	\$159	\$213	\$177	\$174	\$174
	Non-Litigation	Partner	30	\$330	\$402	\$628	\$464	\$476	\$511
		Associate	21	\$284	\$348	\$411	\$351	\$350	\$329
		Paralegal	11	\$153	\$180	\$209	\$185	\$162	\$147
Employment and Labor: Wrongful Termination	Litigation	Partner	63	\$349	\$422	\$546	\$468	\$423	\$409
		Associate	64	\$270	\$306	\$397	\$372	\$315	\$289
		Paralegal	31	\$155	\$180	\$228	\$195	\$176	\$153
	Non-Litigation	Partner	37	\$366	\$475	\$577	\$493	\$454	\$497
		Associate	35	\$273	\$315	\$361	\$325	\$348	\$354
		Paralegal	16	\$150	\$180	\$250	\$201	\$193	\$170
Environmental	Litigation	Partner	133	\$255	\$385	\$550	\$419	\$431	\$436
		Associate	101	\$185	\$234	\$350	\$271	\$260	\$283
		Paralegal	76	\$85	\$95	\$185	\$136	\$155	\$148
	Non-Litigation	Partner	191	\$450	\$550	\$757	\$642	\$574	\$578
		Associate	139	\$309	\$429	\$572	\$459	\$387	\$367
		Paralegal	45	\$189	\$230	\$306	\$245	\$207	\$197
Finance and Securities: Debt/Equity Offerings	Non-Litigation	Partner	151	\$693	\$925	\$1,100	\$901	\$870	\$813
		Associate	125	\$424	\$560	\$776	\$587	\$587	\$522
		Paralegal	33	\$225	\$261	\$305	\$266	\$284	\$248
Finance and Securities: Fiduciary Services	Litigation	Partner	92	\$521	\$690	\$953	\$741	\$769	\$723
		Associate	76	\$372	\$440	\$527	\$473	\$469	\$485
		Paralegal	40	\$170	\$215	\$282	\$231	\$235	\$247
	Non-Litigation	Associate	32	\$268	\$308	\$406	\$364	\$406	\$430

Section I: High-Level Data Cuts

Detailed Practice Areas

By Matter Type

Q3 2018 -- Real Rates for Partners, Associates, and Paralegals

Trend Analysis (Mean)

Practice Area	MatterType	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Finance and Securities: Investments and Other Financial Instruments	Litigation	Partner	51	\$660	\$980	\$1,221	\$968	\$981	\$959
		Associate	58	\$415	\$644	\$812	\$619	\$606	\$560
		Paralegal	32	\$221	\$280	\$414	\$300	\$288	\$280
	Non-Litigation	Partner	1298	\$708	\$921	\$1,190	\$937	\$928	\$886
		Associate	1559	\$463	\$627	\$800	\$643	\$621	\$590
		Paralegal	443	\$205	\$270	\$325	\$268	\$268	\$252
Finance and Securities: Loans and Financing	Litigation	Partner	67	\$300	\$350	\$558	\$478	\$532	\$607
		Associate	75	\$200	\$310	\$473	\$389	\$347	\$390
		Paralegal	39	\$128	\$133	\$200	\$164	\$177	\$195
	Non-Litigation	Partner	1047	\$500	\$761	\$1,093	\$806	\$794	\$769
		Associate	1017	\$380	\$556	\$770	\$579	\$561	\$519
		Paralegal	458	\$195	\$270	\$340	\$267	\$253	\$242
Finance and Securities: Other	Non-Litigation	Partner	57	\$595	\$893	\$1,156	\$861	\$727	\$667
		Associate	57	\$395	\$528	\$691	\$558	\$506	\$469
		Paralegal	13	\$150	\$221	\$240	\$204	\$227	\$222
Finance and Securities: SEC Filings and Financial Reporting	Non-Litigation	Partner	136	\$603	\$802	\$1,126	\$855	\$859	\$845
		Associate	103	\$355	\$515	\$655	\$518	\$489	\$545
		Paralegal	20	\$176	\$235	\$310	\$249	\$231	\$237
Finance and Securities: Securities and Banking Regulations	Litigation	Partner	56	\$687	\$835	\$1,014	\$848	\$794	\$746
		Associate	66	\$387	\$522	\$612	\$528	\$507	\$465
		Paralegal	33	\$198	\$283	\$306	\$266	\$228	\$249
	Non-Litigation	Partner	83	\$669	\$857	\$1,248	\$917	\$968	\$929
		Associate	49	\$425	\$530	\$716	\$563	\$590	\$538
		Paralegal	18	\$229	\$256	\$337	\$267	\$270	\$273
General Liability: Advertising Injury	Litigation	Partner	15	\$680	\$715	\$798	\$680	\$721	\$732
		Associate	15	\$438	\$495	\$567	\$488	\$566	\$534
General Liability: Asbestos/Mesothelioma	Litigation	Partner	174	\$210	\$251	\$325	\$291	\$273	\$275
		Associate	169	\$180	\$215	\$251	\$238	\$222	\$215
		Paralegal	178	\$90	\$110	\$125	\$115	\$102	\$100
	Non-Litigation	Partner	41	\$225	\$290	\$370	\$326	\$363	\$306
		Associate	43	\$170	\$251	\$255	\$252	\$237	\$234
		Paralegal	57	\$100	\$125	\$140	\$139	\$135	\$127
General Liability: Auto and Transportation	Litigation	Partner	34	\$200	\$255	\$374	\$294	\$255	\$253
		Associate	36	\$173	\$200	\$218	\$203	\$208	\$203
		Paralegal	23	\$85	\$95	\$194	\$136	\$118	\$99

Section I: High-Level Data Cuts

Detailed Practice Areas

By Matter Type

Q3 2018 -- Real Rates for Partners, Associates, and Paralegals

Trend Analysis (Mean)

Practice Area	MatterType	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
General Liability: Consumer Related Claims	Litigation	Partner	77	\$300	\$466	\$625	\$481	\$459	\$440
		Associate	80	\$225	\$303	\$421	\$338	\$325	\$299
		Paralegal	31	\$120	\$195	\$240	\$191	\$172	\$166
General Liability: Crime, Dishonesty and Fraud	Litigation	Partner	22	\$443	\$547	\$726	\$618	\$612	\$491
		Associate	20	\$291	\$344	\$463	\$412	\$456	\$379
		Paralegal	19	\$138	\$248	\$289	\$232	\$201	\$206
General Liability: Other	Litigation	Partner	245	\$210	\$370	\$658	\$461	\$437	\$433
		Associate	267	\$165	\$245	\$445	\$317	\$289	\$280
		Paralegal	151	\$90	\$120	\$195	\$152	\$141	\$151
	Non-Litigation	Partner	41	\$355	\$450	\$595	\$476	\$477	\$435
		Associate	31	\$250	\$275	\$355	\$299	\$309	\$318
		Paralegal	28	\$113	\$134	\$175	\$144	\$132	\$136
General Liability: Personal Injury/Wrongful Death	Litigation	Partner	367	\$185	\$210	\$250	\$247	\$261	\$239
		Associate	328	\$160	\$175	\$200	\$189	\$197	\$188
		Paralegal	327	\$85	\$93	\$105	\$101	\$100	\$95
General Liability: Premises	Litigation	Partner	53	\$250	\$305	\$380	\$339	\$340	\$280
		Associate	39	\$198	\$225	\$265	\$233	\$244	\$232
		Paralegal	42	\$101	\$130	\$180	\$139	\$128	\$107
General Liability: Product and Product Liability	Litigation	Partner	592	\$279	\$378	\$550	\$445	\$411	\$393
		Associate	618	\$205	\$256	\$365	\$304	\$286	\$287
		Paralegal	503	\$122	\$140	\$206	\$166	\$152	\$149
	Non-Litigation	Partner	66	\$225	\$275	\$434	\$364	\$373	\$336
		Associate	34	\$184	\$225	\$297	\$275	\$267	\$253
		Paralegal	25	\$90	\$110	\$195	\$145	\$148	\$113
General Liability: Property Damage	Litigation	Partner	20	\$383	\$438	\$556	\$498	\$479	\$421
		Associate	31	\$60	\$280	\$373	\$280	\$354	\$289
		Paralegal	14	\$185	\$185	\$241	\$209	\$217	\$151
General Liability: Toxic Tort	Litigation	Partner	32	\$295	\$392	\$587	\$480	\$396	\$383
		Associate	45	\$225	\$264	\$425	\$342	\$302	\$346
		Paralegal	33	\$100	\$100	\$185	\$164	\$123	\$126
Government Relations	Non-Litigation	Partner	129	\$627	\$761	\$904	\$775	\$673	\$709
		Associate	102	\$426	\$536	\$661	\$559	\$430	\$462
		Paralegal	33	\$185	\$250	\$300	\$251	\$260	\$262
Insurance Defense: Asbestos/Mesothelioma	Litigation	Partner	33	\$160	\$200	\$300	\$248	\$247	\$252
		Associate	31	\$145	\$175	\$275	\$210	\$215	\$225
		Paralegal	34	\$90	\$155	\$155	\$133	\$131	\$135

Section I: High-Level Data Cuts

Detailed Practice Areas

By Matter Type

Q3 2018 -- Real Rates for Partners, Associates, and Paralegals

Trend Analysis (Mean)

Practice Area	MatterType	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Insurance Defense: Auto and Transportation	Litigation	Partner	552	\$160	\$170	\$175	\$173	\$180	\$179
		Associate	549	\$139	\$150	\$160	\$152	\$153	\$153
		Paralegal	436	\$80	\$85	\$90	\$85	\$85	\$85
Insurance Defense: Construction Defect	Litigation	Partner	222	\$160	\$170	\$175	\$187	\$178	\$186
		Associate	168	\$135	\$150	\$160	\$154	\$152	\$153
		Paralegal	125	\$80	\$86	\$90	\$87	\$85	\$87
Insurance Defense: Consumer Related Claims	Litigation	Partner	11	\$145	\$160	\$193	\$187	\$183	\$206
		Paralegal	11	\$75	\$80	\$95	\$88	\$81	\$83
Insurance Defense: Errors and Omissions	Litigation	Partner	192	\$175	\$195	\$225	\$220	\$204	\$209
		Associate	144	\$151	\$175	\$185	\$180	\$174	\$174
		Paralegal	108	\$80	\$90	\$100	\$93	\$88	\$89
Insurance Defense: Other	Litigation	Partner	711	\$165	\$175	\$225	\$212	\$216	\$208
		Associate	602	\$145	\$155	\$175	\$173	\$178	\$176
		Paralegal	438	\$80	\$90	\$95	\$97	\$95	\$95
Insurance Defense: Personal Injury/Wrongful Death	Litigation	Partner	312	\$161	\$181	\$205	\$199	\$195	\$195
		Associate	268	\$140	\$158	\$175	\$165	\$165	\$164
		Paralegal	184	\$75	\$85	\$90	\$89	\$88	\$91
Insurance Defense: Product and Product Liability	Litigation	Partner	272	\$170	\$190	\$275	\$299	\$257	\$242
		Associate	247	\$155	\$170	\$190	\$215	\$190	\$181
		Paralegal	139	\$85	\$90	\$97	\$99	\$101	\$95
Insurance Defense: Professional Liability	Litigation	Partner	569	\$180	\$200	\$250	\$227	\$229	\$232
		Associate	364	\$155	\$178	\$210	\$191	\$195	\$197
		Paralegal	259	\$79	\$90	\$113	\$95	\$97	\$99
Insurance Defense: Property Damage	Litigation	Partner	429	\$165	\$185	\$207	\$209	\$202	\$187
		Associate	423	\$150	\$165	\$180	\$173	\$170	\$161
		Paralegal	270	\$80	\$85	\$95	\$94	\$91	\$87
Insurance Policies and Coverage: Policy Coverage Dispute	Litigation	Partner	13	\$260	\$285	\$315	\$353	\$272	\$259
Intellectual Property: Copyrights	Non-Litigation	Partner	25	\$630	\$675	\$860	\$715	\$680	\$669
		Associate	16	\$349	\$498	\$545	\$479	\$419	\$417

Section I: High-Level Data Cuts

Detailed Practice Areas

By Matter Type

Q3 2018 -- Real Rates for Partners, Associates, and Paralegals

Trend Analysis (Mean)

Practice Area	MatterType	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Intellectual Property: Licensing	Litigation	Partner	82	\$800	\$945	\$1,096	\$924	\$1,032	\$933
		Associate	120	\$560	\$670	\$790	\$659	\$652	\$565
		Paralegal	70	\$270	\$270	\$304	\$283	\$241	\$245
	Non-Litigation	Partner	121	\$800	\$940	\$1,095	\$939	\$916	\$775
		Associate	260	\$410	\$578	\$745	\$593	\$607	\$523
Intellectual Property: Other	Litigation	Partner	127	\$428	\$595	\$836	\$630	\$548	\$533
		Associate	114	\$317	\$491	\$626	\$486	\$421	\$394
		Paralegal	66	\$155	\$220	\$275	\$225	\$204	\$208
	Non-Litigation	Partner	234	\$382	\$491	\$635	\$537	\$577	\$552
		Associate	236	\$227	\$285	\$400	\$344	\$356	\$353
		Paralegal	105	\$150	\$184	\$244	\$201	\$190	\$182
Intellectual Property: Patents	Litigation	Partner	576	\$550	\$775	\$948	\$764	\$711	\$672
		Associate	574	\$391	\$495	\$670	\$530	\$486	\$449
		Paralegal	339	\$178	\$245	\$296	\$248	\$244	\$221
	Non-Litigation	Partner	601	\$369	\$495	\$673	\$544	\$519	\$523
		Associate	675	\$257	\$325	\$428	\$377	\$356	\$351
		Paralegal	356	\$155	\$210	\$254	\$217	\$203	\$194
Intellectual Property: Trade Secrets	Non-Litigation	Partner	16	\$397	\$530	\$847	\$602	\$752	\$400
Intellectual Property: Trademarks	Litigation	Partner	32	\$408	\$622	\$776	\$610	\$606	\$567
		Associate	21	\$308	\$335	\$451	\$377	\$385	\$368
		Paralegal	19	\$180	\$240	\$269	\$221	\$216	\$232
	Non-Litigation	Partner	171	\$462	\$585	\$710	\$592	\$589	\$562
		Associate	168	\$299	\$379	\$457	\$395	\$376	\$369
		Paralegal	157	\$175	\$208	\$266	\$220	\$206	\$210
Marketing and Advertising	Litigation	Partner	43	\$576	\$725	\$921	\$731	\$741	\$849
		Associate	53	\$316	\$443	\$576	\$457	\$535	\$541
	Non-Litigation	Partner	50	\$566	\$768	\$1,099	\$831	\$687	\$706
		Associate	61	\$395	\$580	\$870	\$637	\$554	\$517
		Paralegal	22	\$176	\$232	\$274	\$236	\$225	\$218
Miscellaneous: Billing or Administrative Matter	Non-Litigation	Partner	79	\$870	\$1,111	\$1,298	\$1,118	\$936	\$992
		Associate	72	\$485	\$640	\$757	\$662	\$704	\$571
Miscellaneous: General Advice & Counsel	Non-Litigation	Partner	109	\$499	\$650	\$814	\$663	\$633	\$588
		Associate	71	\$266	\$410	\$530	\$415	\$409	\$434
		Paralegal	25	\$140	\$213	\$280	\$218	\$191	\$214

Section I: High-Level Data Cuts

Detailed Practice Areas

By Matter Type

Q3 2018 -- Real Rates for Partners, Associates, and Paralegals

Trend Analysis (Mean)

Practice Area	MatterType	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Real Estate: Commercial	Non-Litigation	Partner	33	\$335	\$404	\$495	\$432	\$424	\$427
		Associate	11	\$220	\$280	\$331	\$318	\$321	\$271
Real Estate: Construction/Development	Litigation	Partner	15	\$363	\$455	\$637	\$513	\$425	\$548
		Associate	12	\$230	\$290	\$392	\$317	\$309	\$375
	Non-Litigation	Partner	33	\$395	\$495	\$614	\$517	\$549	\$526
		Associate	14	\$253	\$316	\$393	\$377	\$376	\$375
Real Estate: Easement and Right of Way	Non-Litigation	Partner	28	\$330	\$383	\$456	\$400	\$370	\$382
		Associate	13	\$240	\$250	\$280	\$262	\$258	\$296
Real Estate: Land Use/Zoning/Restrictive Covenants	Litigation	Partner	19	\$490	\$565	\$663	\$598	\$446	\$428
	Non-Litigation	Partner	68	\$381	\$498	\$680	\$547	\$506	\$491
		Associate	31	\$263	\$351	\$423	\$355	\$327	\$344
		Paralegal	11	\$145	\$225	\$263	\$210	\$210	\$185
Real Estate: Landlord/Tenant Issues	Litigation	Partner	60	\$229	\$310	\$381	\$338	\$326	\$318
		Associate	69	\$195	\$225	\$275	\$241	\$242	\$231
		Paralegal	29	\$110	\$125	\$155	\$139	\$139	\$127
	Non-Litigation	Associate	13	\$235	\$398	\$435	\$367	\$309	\$244
Real Estate: Leasing	Non-Litigation	Partner	143	\$365	\$450	\$564	\$481	\$469	\$448
		Associate	112	\$250	\$310	\$385	\$330	\$300	\$291
		Paralegal	44	\$149	\$200	\$240	\$191	\$183	\$174
Real Estate: Other	Litigation	Partner	93	\$395	\$523	\$662	\$565	\$492	\$417
		Associate	47	\$251	\$330	\$433	\$376	\$339	\$271
		Paralegal	26	\$151	\$180	\$239	\$195	\$186	\$141
	Non-Litigation	Partner	236	\$350	\$443	\$538	\$475	\$499	\$487
		Associate	156	\$246	\$295	\$383	\$336	\$343	\$320
		Paralegal	76	\$161	\$198	\$239	\$206	\$204	\$183
Real Estate: Property/Land Acquisition or Divestiture	Non-Litigation	Partner	116	\$395	\$486	\$639	\$565	\$554	\$489
		Associate	90	\$266	\$346	\$473	\$407	\$346	\$311
		Paralegal	52	\$168	\$220	\$250	\$217	\$202	\$192
Real Estate: Titles	Litigation	Partner	583	\$230	\$285	\$325	\$296	\$296	\$291
		Associate	459	\$190	\$225	\$250	\$227	\$226	\$223
	Non-Litigation	Partner	874	\$245	\$290	\$340	\$314	\$305	\$299
		Associate	652	\$195	\$225	\$267	\$240	\$238	\$230
		Paralegal	468	\$100	\$125	\$150	\$133	\$134	\$136

Section I: High-Level Data Cuts

Detailed Practice Areas

By Matter Type

Q3 2018 -- Real Rates for Partners, Associates, and Paralegals

Trend Analysis (Mean)

Practice Area	MatterType	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Requests for Information: Subpoena	Litigation	Partner	116	\$385	\$523	\$773	\$601	\$559	\$574
		Associate	131	\$272	\$407	\$574	\$421	\$391	\$414
		Paralegal	120	\$125	\$242	\$270	\$209	\$224	\$221
	Non-Litigation	Partner	18	\$331	\$584	\$673	\$587	\$590	\$639

Section I: High-Level Data Cuts

Cities

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Akron OH	Partner	18	\$260	\$275	\$345	\$307	\$343	\$327
Albany NY	Partner	52	\$255	\$300	\$351	\$313	\$300	\$317
	Associate	34	\$205	\$225	\$250	\$232	\$217	\$219
Albuquerque NM	Partner	15	\$220	\$293	\$315	\$279	\$276	\$243
Atlanta GA	Partner	472	\$372	\$549	\$690	\$548	\$527	\$515
	Associate	453	\$265	\$355	\$470	\$374	\$342	\$348
Atlantic City NJ	Partner	12	\$295	\$295	\$410	\$362	\$341	\$322
Austin TX	Partner	100	\$360	\$476	\$694	\$522	\$446	\$451
	Associate	91	\$265	\$300	\$393	\$335	\$312	\$312
Baltimore MD	Partner	199	\$396	\$550	\$720	\$573	\$545	\$501
	Associate	241	\$309	\$392	\$504	\$410	\$400	\$368
Beaumont TX	Associate	12	\$180	\$225	\$244	\$216	\$184	\$153
Birmingham AL	Partner	126	\$290	\$344	\$419	\$361	\$348	\$339
	Associate	104	\$214	\$245	\$298	\$252	\$241	\$225
Boise City ID	Partner	22	\$243	\$250	\$283	\$280	\$292	\$289
	Associate	11	\$177	\$190	\$223	\$209	\$202	\$195
Boston MA	Partner	462	\$395	\$630	\$825	\$634	\$651	\$652
	Associate	547	\$281	\$413	\$550	\$440	\$464	\$456
Bridgeport CT	Partner	27	\$275	\$400	\$475	\$413	\$411	\$421
	Associate	29	\$204	\$250	\$335	\$267	\$279	\$276
Buffalo NY	Partner	75	\$297	\$327	\$345	\$320	\$309	\$304
	Associate	52	\$206	\$235	\$255	\$238	\$220	\$212
Burlington VT	Partner	15	\$210	\$243	\$250	\$252	\$256	\$256
Charleston SC	Partner	22	\$294	\$300	\$380	\$334	\$318	\$324
	Associate	14	\$200	\$246	\$250	\$253	\$225	\$229
Charleston WV	Partner	30	\$200	\$250	\$334	\$278	\$268	\$242
	Associate	17	\$153	\$165	\$175	\$178	\$182	\$185
Charlotte NC	Partner	134	\$396	\$525	\$668	\$551	\$548	\$552
	Associate	117	\$257	\$320	\$375	\$345	\$345	\$343
Chicago IL	Partner	1290	\$525	\$702	\$888	\$718	\$685	\$671
	Associate	1360	\$318	\$435	\$575	\$457	\$436	\$427
Cincinnati OH	Partner	75	\$360	\$425	\$484	\$431	\$413	\$413
	Associate	82	\$225	\$240	\$294	\$257	\$246	\$244

Section I: High-Level Data Cuts

Cities

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Clarksburg WV	Partner	18	\$300	\$400	\$440	\$373	\$281	\$225
	Associate	22	\$201	\$295	\$325	\$263	\$186	\$183
Cleveland OH	Partner	323	\$361	\$450	\$595	\$488	\$469	\$446
	Associate	308	\$234	\$284	\$350	\$303	\$282	\$274
Columbia SC	Partner	58	\$300	\$385	\$463	\$392	\$368	\$365
	Associate	41	\$200	\$250	\$276	\$245	\$249	\$234
Columbus OH	Partner	73	\$374	\$439	\$516	\$452	\$413	\$407
	Associate	40	\$235	\$280	\$370	\$321	\$291	\$281
Dallas TX	Partner	292	\$385	\$588	\$819	\$618	\$592	\$587
	Associate	379	\$320	\$470	\$605	\$474	\$432	\$410
Dayton OH	Partner	21	\$341	\$375	\$465	\$418	\$427	\$401
Denver CO	Partner	155	\$354	\$440	\$525	\$452	\$445	\$416
	Associate	133	\$250	\$286	\$345	\$306	\$299	\$301
Des Moines IA	Partner	24	\$275	\$480	\$495	\$421	\$355	\$337
	Associate	15	\$265	\$286	\$321	\$283	\$243	\$246
Detroit MI	Partner	141	\$250	\$350	\$410	\$347	\$363	\$338
	Associate	107	\$195	\$223	\$290	\$265	\$253	\$243
Fresno CA	Partner	12	\$283	\$321	\$440	\$340	\$317	\$309
Grand Rapids MI	Partner	11	\$347	\$455	\$565	\$440	\$398	\$364
Greensboro NC	Partner	12	\$250	\$290	\$340	\$330	\$316	\$307
Greenville SC	Partner	38	\$349	\$385	\$450	\$390	\$397	\$377
	Associate	46	\$225	\$260	\$304	\$275	\$267	\$251
Harrisburg PA	Partner	16	\$305	\$350	\$395	\$369	\$330	\$350
Hartford CT	Partner	91	\$330	\$450	\$573	\$468	\$428	\$418
	Associate	58	\$206	\$250	\$300	\$256	\$272	\$259
Honolulu HI	Partner	38	\$250	\$300	\$400	\$334	\$331	\$328
	Associate	22	\$165	\$180	\$200	\$183	\$184	\$193
Houston TX	Partner	208	\$405	\$625	\$810	\$641	\$615	\$609
	Associate	188	\$226	\$299	\$410	\$351	\$343	\$362
Indianapolis IN	Partner	139	\$337	\$405	\$495	\$414	\$396	\$384
	Associate	67	\$190	\$258	\$331	\$265	\$254	\$247
Jackson MS	Partner	81	\$289	\$350	\$400	\$352	\$330	\$325
	Associate	61	\$175	\$225	\$251	\$198	\$169	\$195
Jacksonville FL	Partner	33	\$250	\$300	\$385	\$331	\$307	\$340
	Associate	21	\$189	\$248	\$277	\$242	\$253	\$248

Section I: High-Level Data Cuts

Cities

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Kansas City MO	Partner	167	\$344	\$417	\$484	\$418	\$423	\$415
	Associate	158	\$225	\$270	\$290	\$264	\$266	\$268
Knoxville TN	Partner	15	\$200	\$230	\$313	\$259	\$260	\$259
Lafayette LA	Partner	18	\$150	\$150	\$241	\$194	\$213	\$210
Las Vegas NV	Partner	52	\$345	\$433	\$555	\$438	\$398	\$365
	Associate	42	\$241	\$272	\$310	\$271	\$256	\$250
Lexington KY	Partner	20	\$295	\$300	\$325	\$318	\$312	\$327
Little Rock AR	Partner	32	\$215	\$235	\$288	\$264	\$270	\$256
	Associate	12	\$160	\$180	\$195	\$186	\$180	\$182
Los Angeles CA	Partner	999	\$450	\$695	\$955	\$718	\$691	\$656
	Associate	1361	\$382	\$550	\$721	\$559	\$529	\$494
Louisville KY	Partner	49	\$273	\$330	\$410	\$337	\$352	\$362
	Associate	32	\$208	\$225	\$225	\$213	\$205	\$197
Madison WI	Partner	17	\$357	\$378	\$420	\$399	\$378	\$414
	Associate	14	\$280	\$316	\$485	\$362	\$346	\$345
Manchester NH	Partner	13	\$360	\$380	\$525	\$413	\$410	\$327
Memphis TN	Partner	42	\$275	\$374	\$410	\$345	\$345	\$329
	Associate	22	\$185	\$206	\$235	\$209	\$217	\$207
Miami FL	Partner	258	\$304	\$450	\$595	\$467	\$444	\$431
	Associate	193	\$225	\$300	\$399	\$331	\$304	\$291
Milwaukee WI	Partner	121	\$290	\$365	\$446	\$396	\$384	\$390
	Associate	87	\$224	\$270	\$310	\$279	\$268	\$260
Minneapolis MN	Partner	232	\$300	\$429	\$578	\$456	\$443	\$423
	Associate	202	\$250	\$310	\$410	\$361	\$318	\$306
Nashville TN	Partner	120	\$337	\$420	\$474	\$409	\$401	\$390
	Associate	102	\$215	\$234	\$270	\$247	\$243	\$236
New Haven CT	Partner	24	\$324	\$385	\$443	\$390	\$395	\$412
	Associate	24	\$239	\$285	\$322	\$281	\$273	\$270
New Orleans LA	Partner	113	\$225	\$305	\$350	\$308	\$286	\$293
	Associate	83	\$185	\$225	\$238	\$221	\$209	\$195
New York NY	Partner	2564	\$600	\$925	\$1,201	\$910	\$871	\$846
	Associate	3653	\$410	\$588	\$790	\$603	\$572	\$549
Oklahoma City OK	Partner	40	\$200	\$308	\$350	\$293	\$285	\$279
	Associate	22	\$169	\$203	\$215	\$198	\$195	\$189
Omaha NE	Partner	29	\$280	\$365	\$395	\$342	\$325	\$310
	Associate	13	\$193	\$216	\$230	\$213	\$212	\$201

Section I: High-Level Data Cuts

Cities

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Orlando FL	Partner	104	\$370	\$448	\$553	\$460	\$453	\$434
	Associate	96	\$230	\$269	\$310	\$276	\$274	\$277
Philadelphia PA	Partner	898	\$450	\$600	\$765	\$615	\$596	\$578
	Associate	1016	\$288	\$362	\$450	\$373	\$364	\$342
Phoenix AZ	Partner	140	\$270	\$350	\$450	\$364	\$381	\$387
	Associate	79	\$200	\$244	\$300	\$253	\$266	\$231
Pittsburgh PA	Partner	192	\$325	\$460	\$585	\$469	\$469	\$455
	Associate	254	\$244	\$321	\$394	\$327	\$312	\$306
Portland ME	Partner	50	\$250	\$354	\$449	\$370	\$357	\$333
	Associate	20	\$196	\$223	\$258	\$235	\$231	\$221
Portland OR	Partner	129	\$350	\$405	\$512	\$431	\$415	\$387
	Associate	150	\$300	\$342	\$385	\$340	\$300	\$275
Providence RI	Partner	21	\$185	\$295	\$513	\$377	\$397	\$345
	Associate	19	\$205	\$225	\$235	\$225	\$221	\$210
Raleigh NC	Partner	65	\$285	\$385	\$450	\$383	\$385	\$361
	Associate	37	\$225	\$250	\$305	\$274	\$247	\$238
Richmond VA	Partner	108	\$340	\$500	\$700	\$525	\$484	\$492
	Associate	131	\$274	\$343	\$430	\$351	\$335	\$325
Rochester NY	Partner	28	\$243	\$295	\$365	\$311	\$313	\$339
	Associate	18	\$198	\$216	\$268	\$233	\$217	\$249
Sacramento CA	Partner	31	\$350	\$385	\$454	\$453	\$452	\$442
	Associate	17	\$275	\$304	\$350	\$324	\$326	\$294
Salt Lake City UT	Partner	66	\$281	\$345	\$433	\$379	\$362	\$338
	Associate	19	\$196	\$205	\$230	\$211	\$221	\$211
San Diego CA	Partner	140	\$250	\$385	\$875	\$535	\$499	\$495
	Associate	132	\$180	\$225	\$390	\$299	\$305	\$279
San Francisco CA	Partner	448	\$475	\$695	\$895	\$702	\$651	\$623
	Associate	378	\$295	\$446	\$567	\$451	\$440	\$408
San Jose CA	Partner	119	\$525	\$755	\$938	\$748	\$777	\$734
	Associate	99	\$319	\$490	\$609	\$494	\$490	\$462
San Juan PR	Partner	48	\$191	\$210	\$254	\$226	\$228	\$224
	Associate	30	\$150	\$155	\$165	\$157	\$157	\$150
Savannah GA	Partner	11	\$284	\$306	\$369	\$324	\$299	\$279
Seattle WA	Partner	294	\$410	\$528	\$666	\$535	\$482	\$446
	Associate	187	\$279	\$360	\$450	\$373	\$327	\$305

Section I: High-Level Data Cuts

Cities

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
St. Louis MO	Partner	155	\$263	\$356	\$451	\$365	\$357	\$361
	Associate	112	\$192	\$225	\$250	\$229	\$212	\$212
Syracuse NY	Partner	30	\$239	\$257	\$324	\$278	\$286	\$281
	Associate	11	\$170	\$175	\$186	\$179	\$187	\$185
Tallahassee FL	Partner	16	\$264	\$388	\$479	\$380	\$362	\$420
Tampa FL	Partner	103	\$275	\$378	\$470	\$388	\$388	\$384
	Associate	55	\$224	\$270	\$304	\$266	\$266	\$257
Toledo OH	Partner	13	\$255	\$300	\$350	\$305	\$290	\$286
Trenton NJ	Partner	38	\$428	\$519	\$569	\$498	\$511	\$489
	Associate	24	\$250	\$348	\$483	\$357	\$375	\$359
Tulsa OK	Partner	16	\$221	\$240	\$320	\$259	\$273	\$281
Virginia Beach VA	Partner	19	\$320	\$375	\$420	\$362	\$403	\$378
	Associate	11	\$179	\$200	\$225	\$200	\$221	\$213
Washington DC	Partner	1822	\$628	\$789	\$941	\$800	\$770	\$752
	Associate	1528	\$395	\$500	\$625	\$522	\$492	\$480
Wheeling WV	Partner	41	\$659	\$808	\$895	\$777	\$737	\$678
	Associate	77	\$468	\$510	\$626	\$538	\$454	\$411
Winston NC	Partner	11	\$350	\$425	\$523	\$428	\$376	\$351
	Associate	12	\$200	\$241	\$315	\$274	\$238	\$243

Section I: High-Level Data Cuts

Cities

By Matter Type

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

City	MatterType	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Akron OH	Litigation	Partner	11	\$260	\$275	\$348	\$307	\$344	\$320
	Non-Litigation	Partner	11	\$260	\$275	\$328	\$308	\$342	\$338
Albany NY	Litigation	Partner	21	\$255	\$322	\$350	\$316	\$309	\$328
	Non-Litigation	Partner	40	\$265	\$300	\$356	\$311	\$295	\$313
		Associate	29	\$205	\$225	\$235	\$221	\$217	\$219
Atlanta GA	Litigation	Partner	260	\$350	\$530	\$677	\$532	\$488	\$453
		Associate	243	\$241	\$327	\$439	\$351	\$309	\$316
	Non-Litigation	Partner	282	\$384	\$550	\$695	\$558	\$558	\$560
		Associate	241	\$287	\$393	\$498	\$400	\$375	\$371
Atlantic City NJ	Non-Litigation	Partner	11	\$295	\$295	\$295	\$365	\$334	\$312
Austin TX	Litigation	Partner	39	\$350	\$475	\$775	\$554	\$452	\$456
		Associate	30	\$251	\$344	\$488	\$371	\$343	\$336
	Non-Litigation	Partner	78	\$360	\$489	\$616	\$511	\$443	\$448
		Associate	79	\$267	\$295	\$375	\$323	\$299	\$302
Baltimore MD	Litigation	Partner	110	\$365	\$525	\$678	\$536	\$494	\$475
		Associate	152	\$294	\$390	\$495	\$398	\$379	\$354
	Non-Litigation	Partner	105	\$439	\$570	\$753	\$612	\$594	\$523
		Associate	113	\$331	\$400	\$524	\$429	\$433	\$388
Baton Rouge LA	Litigation	Partner	15	\$259	\$293	\$307	\$285	\$256	\$276
		Associate	11	\$150	\$204	\$215	\$196	\$197	\$203
Beaumont TX	Litigation	Associate	12	\$180	\$225	\$244	\$216	\$189	\$153
Birmingham AL	Litigation	Partner	84	\$250	\$300	\$386	\$323	\$313	\$300
		Associate	62	\$193	\$228	\$265	\$232	\$225	\$212
	Non-Litigation	Partner	55	\$328	\$400	\$495	\$421	\$400	\$392
		Associate	50	\$225	\$275	\$330	\$279	\$260	\$248
Boise City ID	Non-Litigation	Partner	16	\$245	\$250	\$271	\$280	\$275	\$273
Boston MA	Litigation	Partner	187	\$290	\$500	\$725	\$536	\$517	\$498
		Associate	187	\$195	\$345	\$471	\$357	\$370	\$354
	Non-Litigation	Partner	322	\$443	\$668	\$895	\$688	\$729	\$744
		Associate	398	\$327	\$442	\$603	\$477	\$513	\$499
Bridgeport CT	Litigation	Partner	17	\$275	\$400	\$487	\$424	\$451	\$417
		Associate	12	\$250	\$275	\$400	\$319	\$282	\$272
	Non-Litigation	Partner	15	\$274	\$383	\$475	\$402	\$387	\$422
		Associate	21	\$150	\$249	\$265	\$241	\$278	\$278

Section I: High-Level Data Cuts

Cities

By Matter Type

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

City	MatterType	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Buffalo NY	Litigation	Partner	50	\$268	\$320	\$330	\$306	\$300	\$299
		Associate	35	\$205	\$245	\$255	\$240	\$223	\$213
	Non-Litigation	Partner	37	\$320	\$330	\$349	\$339	\$318	\$308
		Associate	26	\$214	\$235	\$254	\$236	\$216	\$211
Burlington VT	Non-Litigation	Partner	11	\$210	\$243	\$250	\$246	\$248	\$255
Charleston SC	Non-Litigation	Partner	15	\$295	\$325	\$400	\$342	\$310	\$328
Charleston WV	Litigation	Partner	22	\$200	\$240	\$298	\$252	\$256	\$241
		Associate	12	\$150	\$165	\$175	\$163	\$183	\$183
	Non-Litigation	Partner	11	\$236	\$305	\$418	\$336	\$309	\$246
Charlotte NC	Litigation	Partner	52	\$329	\$503	\$597	\$508	\$504	\$515
		Associate	45	\$246	\$300	\$362	\$315	\$317	\$331
	Non-Litigation	Partner	107	\$423	\$530	\$703	\$573	\$585	\$576
		Associate	86	\$285	\$320	\$390	\$367	\$370	\$353
Chicago IL	Litigation	Partner	543	\$426	\$625	\$800	\$638	\$605	\$589
		Associate	600	\$250	\$386	\$540	\$411	\$388	\$377
	Non-Litigation	Partner	942	\$580	\$743	\$925	\$760	\$732	\$719
		Associate	923	\$356	\$460	\$591	\$485	\$469	\$459
Cincinnati OH	Litigation	Partner	34	\$300	\$445	\$495	\$423	\$411	\$404
		Associate	41	\$225	\$225	\$280	\$249	\$239	\$239
	Non-Litigation	Partner	49	\$375	\$425	\$475	\$436	\$415	\$417
		Associate	53	\$230	\$246	\$307	\$263	\$256	\$247
Cleveland OH	Litigation	Partner	137	\$321	\$430	\$558	\$468	\$450	\$427
		Associate	127	\$226	\$265	\$350	\$302	\$278	\$259
	Non-Litigation	Partner	246	\$365	\$455	\$600	\$497	\$478	\$452
		Associate	230	\$235	\$287	\$355	\$304	\$284	\$280
Columbia SC	Litigation	Partner	39	\$295	\$385	\$440	\$379	\$347	\$349
		Associate	25	\$195	\$250	\$272	\$236	\$239	\$227
	Non-Litigation	Partner	28	\$315	\$375	\$475	\$404	\$384	\$385
		Associate	24	\$205	\$235	\$300	\$254	\$255	\$244
Columbus OH	Litigation	Partner	21	\$348	\$418	\$450	\$417	\$386	\$389
	Non-Litigation	Partner	60	\$383	\$450	\$526	\$463	\$428	\$419
		Associate	33	\$235	\$282	\$375	\$325	\$294	\$290
Dallas TX	Litigation	Partner	117	\$275	\$485	\$764	\$513	\$482	\$456
		Associate	138	\$250	\$385	\$535	\$403	\$364	\$341
	Non-Litigation	Partner	198	\$443	\$642	\$854	\$680	\$680	\$659
		Associate	269	\$393	\$491	\$650	\$511	\$470	\$446

Section I: High-Level Data Cuts

Cities

By Matter Type

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

City	MatterType	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Dayton OH	Non-Litigation	Partner	17	\$301	\$375	\$459	\$385	\$377	\$382
Denver CO	Litigation	Partner	67	\$305	\$400	\$510	\$416	\$406	\$394
		Associate	53	\$250	\$275	\$315	\$308	\$298	\$308
	Non-Litigation	Partner	110	\$377	\$455	\$533	\$470	\$470	\$429
		Associate	90	\$250	\$300	\$350	\$306	\$301	\$297
Des Moines IA	Litigation	Partner	13	\$275	\$480	\$495	\$433	\$353	\$344
		Associate	11	\$278	\$306	\$330	\$292	\$248	\$227
	Non-Litigation	Partner	14	\$297	\$429	\$495	\$407	\$356	\$325
Detroit MI	Litigation	Partner	68	\$210	\$310	\$400	\$321	\$324	\$306
		Associate	58	\$185	\$205	\$260	\$231	\$229	\$224
	Non-Litigation	Partner	97	\$300	\$359	\$425	\$367	\$393	\$367
		Associate	64	\$205	\$250	\$310	\$298	\$272	\$260
Greenville SC	Litigation	Associate	12	\$266	\$298	\$302	\$290	\$274	\$224
	Non-Litigation	Partner	34	\$353	\$390	\$450	\$402	\$411	\$391
		Associate	40	\$220	\$250	\$313	\$271	\$266	\$256
Hartford CT	Litigation	Partner	41	\$316	\$446	\$583	\$457	\$390	\$386
		Associate	30	\$205	\$250	\$300	\$248	\$247	\$244
	Non-Litigation	Partner	60	\$340	\$450	\$567	\$474	\$456	\$448
		Associate	32	\$207	\$253	\$298	\$263	\$287	\$277
Honolulu HI	Litigation	Partner	23	\$250	\$300	\$425	\$343	\$354	\$341
	Non-Litigation	Partner	23	\$258	\$300	\$373	\$326	\$306	\$313
		Associate	16	\$170	\$180	\$200	\$184	\$188	\$182
Houston TX	Litigation	Partner	98	\$352	\$566	\$700	\$552	\$486	\$471
		Associate	61	\$274	\$353	\$435	\$362	\$329	\$324
	Non-Litigation	Partner	134	\$428	\$680	\$880	\$698	\$713	\$709
		Associate	138	\$219	\$282	\$410	\$346	\$349	\$380
Indianapolis IN	Litigation	Partner	60	\$328	\$425	\$532	\$414	\$374	\$372
		Associate	37	\$163	\$281	\$338	\$268	\$257	\$252
	Non-Litigation	Partner	95	\$350	\$405	\$486	\$414	\$413	\$388
		Associate	39	\$195	\$250	\$327	\$263	\$251	\$242
Jackson MS	Litigation	Partner	56	\$290	\$351	\$383	\$341	\$333	\$323
		Associate	56	\$159	\$225	\$248	\$190	\$175	\$193
	Non-Litigation	Partner	31	\$285	\$350	\$459	\$371	\$323	\$329
		Associate	14	\$203	\$251	\$251	\$233	\$152	\$208

Section I: High-Level Data Cuts

Cities

By Matter Type

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

City	MatterType	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Jacksonville FL	Litigation	Partner	26	\$240	\$295	\$376	\$314	\$310	\$330
		Associate	17	\$183	\$200	\$258	\$223	\$254	\$251
	Non-Litigation	Partner	15	\$298	\$325	\$377	\$364	\$301	\$351
Kansas City MO	Litigation	Partner	109	\$341	\$417	\$474	\$405	\$411	\$401
		Associate	93	\$245	\$272	\$300	\$268	\$255	\$257
	Non-Litigation	Partner	82	\$344	\$403	\$495	\$434	\$434	\$428
		Associate	80	\$220	\$250	\$285	\$259	\$274	\$281
Knoxville TN	Litigation	Partner	13	\$195	\$230	\$300	\$246	\$251	\$250
Lafayette LA	Litigation	Partner	17	\$150	\$150	\$205	\$181	\$202	\$199
Las Vegas NV	Litigation	Partner	24	\$225	\$350	\$404	\$342	\$341	\$323
		Associate	24	\$200	\$250	\$270	\$246	\$246	\$232
	Non-Litigation	Partner	33	\$410	\$490	\$594	\$499	\$465	\$417
		Associate	26	\$263	\$290	\$320	\$292	\$265	\$269
Lexington KY	Litigation	Partner	15	\$295	\$300	\$305	\$299	\$291	\$296
	Non-Litigation	Partner	14	\$298	\$325	\$388	\$348	\$346	\$357
Little Rock AR	Litigation	Partner	20	\$218	\$233	\$273	\$267	\$275	\$253
	Non-Litigation	Partner	17	\$215	\$246	\$300	\$261	\$262	\$263
Los Angeles CA	Litigation	Partner	518	\$395	\$650	\$908	\$659	\$622	\$574
		Associate	642	\$355	\$510	\$670	\$515	\$463	\$422
	Non-Litigation	Partner	641	\$501	\$729	\$995	\$772	\$751	\$724
		Associate	901	\$410	\$581	\$775	\$595	\$580	\$546
Louisville KY	Litigation	Partner	34	\$275	\$327	\$413	\$335	\$350	\$349
		Associate	24	\$210	\$225	\$225	\$214	\$203	\$192
	Non-Litigation	Partner	21	\$268	\$348	\$403	\$342	\$357	\$379
		Associate	13	\$208	\$218	\$225	\$211	\$210	\$209
Madison WI	Non-Litigation	Partner	14	\$362	\$377	\$400	\$402	\$388	\$406
		Associate	14	\$258	\$313	\$339	\$337	\$338	\$337
Memphis TN	Litigation	Partner	24	\$260	\$370	\$424	\$338	\$343	\$329
	Non-Litigation	Partner	27	\$298	\$375	\$403	\$354	\$349	\$328
		Associate	15	\$185	\$210	\$235	\$214	\$217	\$215
Miami FL	Litigation	Partner	157	\$250	\$376	\$518	\$408	\$386	\$378
		Associate	123	\$190	\$275	\$371	\$306	\$287	\$279
	Non-Litigation	Partner	133	\$376	\$515	\$666	\$541	\$524	\$509
		Associate	89	\$272	\$323	\$445	\$367	\$334	\$312

Section I: High-Level Data Cuts

Cities

By Matter Type

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

City	MatterType	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Milwaukee WI	Litigation	Partner	62	\$250	\$325	\$389	\$344	\$355	\$337
		Associate	40	\$185	\$238	\$289	\$252	\$263	\$251
	Non-Litigation	Partner	68	\$314	\$385	\$479	\$439	\$410	\$424
		Associate	53	\$250	\$285	\$319	\$299	\$272	\$267
Minneapolis MN	Litigation	Partner	127	\$250	\$384	\$580	\$440	\$413	\$400
		Associate	108	\$205	\$280	\$366	\$303	\$263	\$256
	Non-Litigation	Partner	131	\$355	\$459	\$574	\$472	\$473	\$445
		Associate	120	\$285	\$337	\$481	\$410	\$362	\$346
Nashville TN	Litigation	Partner	42	\$293	\$396	\$439	\$371	\$382	\$368
		Associate	38	\$210	\$218	\$288	\$244	\$238	\$231
	Non-Litigation	Partner	93	\$356	\$423	\$477	\$422	\$411	\$401
		Associate	74	\$220	\$239	\$270	\$248	\$245	\$237
New Haven CT	Non-Litigation	Partner	18	\$315	\$381	\$451	\$388	\$398	\$411
		Associate	19	\$244	\$285	\$328	\$288	\$273	\$267
New Orleans LA	Litigation	Partner	86	\$215	\$300	\$326	\$285	\$271	\$279
		Associate	62	\$178	\$225	\$238	\$223	\$205	\$188
	Non-Litigation	Partner	44	\$275	\$328	\$450	\$361	\$330	\$323
		Associate	27	\$190	\$203	\$225	\$214	\$220	\$209
New York NY	Litigation	Partner	1061	\$434	\$695	\$995	\$721	\$672	\$659
		Associate	1243	\$305	\$460	\$652	\$487	\$457	\$445
	Non-Litigation	Partner	1892	\$725	\$1,043	\$1,295	\$1,002	\$962	\$930
		Associate	2761	\$468	\$640	\$815	\$648	\$619	\$588
Oklahoma City OK	Litigation	Partner	20	\$200	\$235	\$316	\$261	\$258	\$263
		Associate	14	\$166	\$176	\$203	\$186	\$183	\$180
	Non-Litigation	Partner	20	\$290	\$338	\$360	\$316	\$301	\$292
Omaha NE	Non-Litigation	Partner	27	\$280	\$365	\$395	\$344	\$335	\$316
Orlando FL	Litigation	Partner	48	\$315	\$425	\$453	\$396	\$400	\$376
		Associate	58	\$220	\$252	\$282	\$252	\$249	\$239
	Non-Litigation	Partner	67	\$395	\$455	\$610	\$512	\$491	\$487
		Associate	51	\$242	\$277	\$343	\$305	\$314	\$330
Philadelphia PA	Litigation	Partner	547	\$415	\$590	\$725	\$574	\$538	\$518
		Associate	637	\$275	\$360	\$445	\$357	\$344	\$316
	Non-Litigation	Partner	514	\$500	\$640	\$809	\$661	\$652	\$636
		Associate	499	\$300	\$370	\$460	\$395	\$389	\$376

Section I: High-Level Data Cuts

Cities

By Matter Type

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

City	MatterType	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Phoenix AZ	Litigation	Partner	61	\$200	\$326	\$437	\$352	\$390	\$381
		Associate	38	\$176	\$215	\$294	\$242	\$273	\$208
	Non-Litigation	Partner	95	\$310	\$365	\$450	\$371	\$376	\$391
		Associate	52	\$215	\$254	\$302	\$261	\$261	\$258
Pittsburgh PA	Litigation	Partner	88	\$290	\$425	\$578	\$432	\$420	\$393
		Associate	132	\$225	\$316	\$384	\$319	\$290	\$294
	Non-Litigation	Partner	136	\$370	\$475	\$599	\$494	\$499	\$497
		Associate	148	\$274	\$325	\$395	\$335	\$329	\$314
Portland ME	Litigation	Partner	14	\$250	\$293	\$406	\$352	\$347	\$350
	Non-Litigation	Partner	40	\$240	\$360	\$452	\$375	\$360	\$327
		Associate	14	\$196	\$222	\$277	\$241	\$237	\$219
Portland OR	Litigation	Partner	61	\$319	\$385	\$492	\$404	\$393	\$371
		Associate	62	\$300	\$330	\$363	\$323	\$285	\$275
	Non-Litigation	Partner	95	\$365	\$415	\$534	\$448	\$431	\$401
		Associate	117	\$306	\$349	\$393	\$346	\$306	\$275
Providence RI	Litigation	Associate	12	\$208	\$225	\$230	\$219	\$219	\$208
	Non-Litigation	Partner	17	\$185	\$425	\$638	\$446	\$487	\$429
Raleigh NC	Litigation	Partner	20	\$246	\$283	\$418	\$329	\$333	\$327
		Associate	16	\$194	\$218	\$253	\$245	\$218	\$221
	Non-Litigation	Partner	51	\$320	\$418	\$460	\$404	\$411	\$379
		Associate	24	\$250	\$281	\$309	\$292	\$265	\$253
Richmond VA	Litigation	Partner	54	\$255	\$375	\$552	\$435	\$393	\$383
		Associate	59	\$200	\$295	\$395	\$311	\$304	\$299
	Non-Litigation	Partner	66	\$400	\$610	\$744	\$597	\$574	\$584
		Associate	80	\$304	\$361	\$440	\$381	\$361	\$346
Rochester NY	Litigation	Partner	15	\$263	\$360	\$375	\$331	\$313	\$321
	Non-Litigation	Partner	16	\$240	\$265	\$347	\$291	\$311	\$358
Sacramento CA	Litigation	Partner	14	\$350	\$371	\$393	\$379	\$413	\$421
		Associate	13	\$270	\$304	\$350	\$318	\$321	\$283
	Non-Litigation	Partner	22	\$350	\$394	\$767	\$531	\$487	\$467
Salt Lake City UT	Litigation	Partner	32	\$276	\$370	\$444	\$375	\$362	\$339
	Non-Litigation	Partner	42	\$285	\$333	\$400	\$382	\$362	\$338
		Associate	16	\$199	\$207	\$230	\$216	\$212	\$210

Section I: High-Level Data Cuts

Cities

By Matter Type

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

City	MatterType	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
San Diego CA	Litigation	Partner	78	\$206	\$370	\$795	\$486	\$445	\$442
		Associate	79	\$170	\$195	\$303	\$280	\$295	\$256
	Non-Litigation	Partner	92	\$325	\$498	\$945	\$594	\$565	\$554
		Associate	78	\$194	\$235	\$450	\$325	\$315	\$304
San Francisco CA	Litigation	Partner	202	\$378	\$650	\$838	\$643	\$597	\$565
		Associate	203	\$274	\$405	\$550	\$430	\$406	\$377
	Non-Litigation	Partner	317	\$510	\$709	\$925	\$736	\$688	\$666
		Associate	211	\$316	\$456	\$590	\$471	\$472	\$436
San Jose CA	Litigation	Partner	41	\$500	\$675	\$896	\$677	\$781	\$710
		Associate	21	\$325	\$495	\$515	\$435	\$483	\$431
	Non-Litigation	Partner	97	\$549	\$758	\$954	\$776	\$775	\$742
		Associate	82	\$300	\$490	\$626	\$510	\$492	\$472
San Juan PR	Litigation	Partner	23	\$190	\$205	\$225	\$210	\$212	\$207
		Associate	19	\$136	\$153	\$161	\$148	\$151	\$145
	Non-Litigation	Partner	39	\$198	\$233	\$275	\$241	\$241	\$236
		Associate	18	\$159	\$170	\$184	\$172	\$165	\$157
Seattle WA	Litigation	Partner	100	\$398	\$491	\$632	\$511	\$472	\$418
		Associate	69	\$255	\$320	\$420	\$348	\$323	\$286
	Non-Litigation	Partner	237	\$435	\$543	\$670	\$544	\$486	\$458
		Associate	139	\$300	\$380	\$458	\$385	\$330	\$314
St. Louis MO	Litigation	Partner	92	\$232	\$325	\$427	\$343	\$324	\$317
		Associate	70	\$191	\$205	\$233	\$220	\$202	\$196
	Non-Litigation	Partner	87	\$324	\$390	\$465	\$388	\$393	\$398
		Associate	49	\$196	\$238	\$269	\$242	\$227	\$229
Syracuse NY	Non-Litigation	Partner	22	\$245	\$270	\$338	\$292	\$311	\$302
Tallahassee FL	Non-Litigation	Partner	13	\$370	\$390	\$480	\$401	\$369	\$410
Tampa FL	Litigation	Partner	57	\$260	\$325	\$416	\$346	\$361	\$359
		Associate	33	\$185	\$250	\$295	\$246	\$240	\$242
	Non-Litigation	Partner	66	\$310	\$400	\$498	\$421	\$417	\$405
		Associate	30	\$240	\$280	\$320	\$286	\$288	\$276
Trenton NJ	Litigation	Partner	28	\$400	\$519	\$560	\$484	\$502	\$469
		Associate	14	\$200	\$273	\$420	\$316	\$353	\$351
	Non-Litigation	Partner	20	\$460	\$519	\$595	\$519	\$524	\$514
		Associate	16	\$330	\$379	\$490	\$406	\$407	\$373
Tulsa OK	Litigation	Partner	13	\$225	\$250	\$316	\$261	\$266	\$266
Virginia Beach VA	Non-Litigation	Partner	14	\$340	\$387	\$420	\$374	\$425	\$416

Section I: High-Level Data Cuts

Cities

By Matter Type

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

City	MatterType	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Washington DC	Litigation	Partner	767	\$649	\$785	\$926	\$794	\$769	\$729
		Associate	627	\$420	\$510	\$630	\$530	\$510	\$483
	Non-Litigation	Partner	1386	\$621	\$792	\$945	\$804	\$770	\$763
		Associate	1094	\$384	\$500	\$620	\$519	\$484	\$478
Wheeling WV	Litigation	Partner	16	\$602	\$764	\$895	\$762	\$718	\$710
		Associate	34	\$490	\$505	\$598	\$529	\$476	\$424

Section I: High-Level Data Cuts

Cities

By Years of Experience

Q3 2018 -- Real Rates for Partners

Trend Analysis (Mean)

City	Years of Experience	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Albuquerque NM	21 or More Years	12	\$223	\$293	\$315	\$286	\$297	\$261
Atlanta GA	Fewer Than 21 Years	133	\$370	\$525	\$620	\$512	\$476	\$473
	21 or More Years	188	\$385	\$571	\$726	\$563	\$558	\$539
Atlantic City NJ	21 or More Years	11	\$295	\$295	\$370	\$345	\$331	\$313
Austin TX	Fewer Than 21 Years	28	\$360	\$418	\$616	\$498	\$459	\$443
	21 or More Years	52	\$414	\$545	\$700	\$554	\$476	\$480
Baltimore MD	Fewer Than 21 Years	46	\$432	\$515	\$644	\$544	\$531	\$467
	21 or More Years	86	\$396	\$570	\$689	\$571	\$542	\$499
Baton Rouge LA	21 or More Years	13	\$258	\$310	\$423	\$324	\$295	\$311
Birmingham AL	Fewer Than 21 Years	43	\$293	\$315	\$400	\$345	\$325	\$306
	21 or More Years	45	\$315	\$381	\$465	\$392	\$376	\$357
Boise City ID	21 or More Years	11	\$240	\$250	\$270	\$258	\$287	\$302
Boston MA	Fewer Than 21 Years	123	\$455	\$632	\$807	\$641	\$633	\$632
	21 or More Years	234	\$375	\$650	\$840	\$640	\$642	\$648
Bridgeport CT	21 or More Years	18	\$273	\$375	\$480	\$416	\$440	\$415
Buffalo NY	Fewer Than 21 Years	31	\$300	\$324	\$330	\$315	\$300	\$287
	21 or More Years	31	\$293	\$330	\$350	\$326	\$318	\$311
Charleston WV	21 or More Years	14	\$240	\$260	\$332	\$276	\$284	\$264
Charlotte NC	Fewer Than 21 Years	51	\$383	\$525	\$603	\$512	\$534	\$528
	21 or More Years	47	\$496	\$580	\$847	\$644	\$624	\$607
Chicago IL	Fewer Than 21 Years	362	\$486	\$668	\$819	\$675	\$637	\$613
	21 or More Years	560	\$584	\$746	\$944	\$758	\$717	\$709
Cincinnati OH	Fewer Than 21 Years	23	\$330	\$380	\$451	\$392	\$357	\$361
	21 or More Years	32	\$430	\$475	\$516	\$479	\$454	\$450
Cleveland OH	Fewer Than 21 Years	114	\$330	\$385	\$500	\$441	\$413	\$386
	21 or More Years	159	\$420	\$495	\$679	\$537	\$512	\$484
Columbia SC	21 or More Years	23	\$325	\$400	\$490	\$414	\$369	\$370
Columbus OH	Fewer Than 21 Years	20	\$336	\$410	\$564	\$442	\$417	\$420
	21 or More Years	47	\$375	\$446	\$505	\$450	\$416	\$396
Dallas TX	Fewer Than 21 Years	68	\$350	\$518	\$663	\$560	\$569	\$542
	21 or More Years	120	\$395	\$597	\$847	\$650	\$630	\$608
Dayton OH	21 or More Years	13	\$425	\$465	\$519	\$498	\$475	\$440
Denver CO	Fewer Than 21 Years	50	\$360	\$410	\$489	\$435	\$434	\$405
	21 or More Years	70	\$350	\$495	\$577	\$484	\$472	\$448

Section I: High-Level Data Cuts

Cities

By Years of Experience

Q3 2018 -- Real Rates for Partners

Trend Analysis (Mean)

City	Years of Experience	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Des Moines IA	Fewer Than 21 Years	11	\$275	\$275	\$478	\$356	\$312	\$366
Detroit MI	Fewer Than 21 Years	38	\$312	\$350	\$400	\$363	\$354	\$325
	21 or More Years	70	\$210	\$347	\$423	\$345	\$375	\$351
Greenville SC	21 or More Years	24	\$348	\$425	\$453	\$405	\$413	\$405
Harrisburg PA	21 or More Years	11	\$301	\$370	\$471	\$379	\$338	\$358
Hartford CT	Fewer Than 21 Years	14	\$315	\$387	\$420	\$372	\$361	\$344
	21 or More Years	66	\$364	\$480	\$594	\$499	\$455	\$440
Honolulu HI	21 or More Years	25	\$250	\$300	\$425	\$346	\$343	\$342
Houston TX	Fewer Than 21 Years	66	\$543	\$675	\$838	\$681	\$616	\$569
	21 or More Years	96	\$412	\$655	\$860	\$673	\$636	\$636
Indianapolis IN	Fewer Than 21 Years	44	\$275	\$360	\$427	\$352	\$341	\$341
	21 or More Years	68	\$360	\$465	\$545	\$440	\$420	\$408
Jackson MS	Fewer Than 21 Years	24	\$255	\$340	\$368	\$314	\$286	\$272
	21 or More Years	24	\$296	\$358	\$454	\$383	\$352	\$345
Jacksonville FL	Fewer Than 21 Years	11	\$240	\$280	\$335	\$286	\$299	\$326
	21 or More Years	16	\$300	\$350	\$450	\$389	\$344	\$366
Kansas City MO	Fewer Than 21 Years	53	\$314	\$353	\$422	\$362	\$358	\$339
	21 or More Years	71	\$390	\$460	\$525	\$450	\$447	\$434
Las Vegas NV	Fewer Than 21 Years	22	\$375	\$407	\$486	\$434	\$371	\$327
	21 or More Years	18	\$225	\$450	\$665	\$449	\$428	\$391
Little Rock AR	21 or More Years	19	\$222	\$245	\$308	\$283	\$287	\$268
Los Angeles CA	Fewer Than 21 Years	232	\$474	\$665	\$920	\$690	\$633	\$593
	21 or More Years	449	\$459	\$688	\$960	\$717	\$694	\$671
Louisville KY	Fewer Than 21 Years	17	\$281	\$309	\$350	\$307	\$307	\$307
	21 or More Years	27	\$250	\$395	\$435	\$352	\$352	\$369
Memphis TN	Fewer Than 21 Years	11	\$273	\$290	\$375	\$307	\$302	\$279
	21 or More Years	27	\$345	\$398	\$425	\$375	\$376	\$353
Miami FL	Fewer Than 21 Years	62	\$299	\$390	\$545	\$425	\$369	\$366
	21 or More Years	133	\$350	\$463	\$631	\$491	\$465	\$449
Milwaukee WI	Fewer Than 21 Years	34	\$273	\$343	\$393	\$372	\$351	\$351
	21 or More Years	59	\$301	\$380	\$509	\$428	\$407	\$423
Minneapolis MN	Fewer Than 21 Years	65	\$338	\$415	\$550	\$431	\$421	\$391
	21 or More Years	93	\$350	\$484	\$678	\$507	\$477	\$457
Nashville TN	Fewer Than 21 Years	38	\$302	\$342	\$422	\$359	\$372	\$354
	21 or More Years	52	\$396	\$435	\$491	\$434	\$417	\$404

Section I: High-Level Data Cuts

Cities

By Years of Experience

Q3 2018 -- Real Rates for Partners

Trend Analysis (Mean)

City	Years of Experience	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
New Haven CT	21 or More Years	11	\$360	\$378	\$390	\$384	\$388	\$413
New Orleans LA	Fewer Than 21 Years	24	\$225	\$305	\$320	\$294	\$258	\$244
	21 or More Years	55	\$215	\$305	\$390	\$322	\$301	\$301
New York NY	Fewer Than 21 Years	642	\$642	\$924	\$1,195	\$909	\$853	\$821
	21 or More Years	1337	\$625	\$955	\$1,269	\$938	\$888	\$860
Oklahoma City OK	21 or More Years	26	\$220	\$316	\$358	\$304	\$300	\$298
Omaha NE	Fewer Than 21 Years	12	\$279	\$320	\$375	\$314	\$296	\$281
	21 or More Years	15	\$326	\$391	\$395	\$365	\$348	\$332
Orlando FL	Fewer Than 21 Years	38	\$341	\$393	\$542	\$425	\$420	\$360
	21 or More Years	47	\$414	\$450	\$511	\$471	\$445	\$436
Philadelphia PA	Fewer Than 21 Years	232	\$434	\$550	\$661	\$552	\$526	\$509
	21 or More Years	403	\$475	\$634	\$775	\$632	\$599	\$578
Phoenix AZ	Fewer Than 21 Years	31	\$269	\$335	\$418	\$347	\$344	\$351
	21 or More Years	65	\$325	\$400	\$489	\$410	\$416	\$403
Pittsburgh PA	Fewer Than 21 Years	49	\$300	\$380	\$538	\$416	\$421	\$400
	21 or More Years	94	\$375	\$490	\$585	\$486	\$463	\$448
Portland ME	21 or More Years	31	\$205	\$402	\$448	\$345	\$353	\$345
Portland OR	Fewer Than 21 Years	42	\$350	\$405	\$500	\$426	\$390	\$359
	21 or More Years	67	\$374	\$438	\$531	\$452	\$446	\$421
Providence RI	21 or More Years	12	\$185	\$400	\$582	\$421	\$381	\$399
Raleigh NC	Fewer Than 21 Years	26	\$275	\$320	\$400	\$345	\$364	\$346
	21 or More Years	30	\$384	\$428	\$483	\$429	\$413	\$378
Richmond VA	Fewer Than 21 Years	38	\$305	\$548	\$711	\$529	\$426	\$469
	21 or More Years	49	\$388	\$585	\$714	\$560	\$531	\$520
Rochester NY	21 or More Years	16	\$250	\$295	\$360	\$311	\$316	\$332
Sacramento CA	21 or More Years	19	\$365	\$394	\$478	\$488	\$461	\$441
Salt Lake City UT	Fewer Than 21 Years	26	\$280	\$305	\$431	\$385	\$338	\$279
	21 or More Years	36	\$310	\$385	\$438	\$390	\$389	\$375
San Diego CA	Fewer Than 21 Years	45	\$359	\$375	\$795	\$506	\$447	\$473
	21 or More Years	66	\$315	\$467	\$980	\$624	\$592	\$546
San Francisco CA	Fewer Than 21 Years	126	\$496	\$700	\$881	\$719	\$644	\$595
	21 or More Years	213	\$510	\$700	\$902	\$711	\$662	\$656
San Jose CA	Fewer Than 21 Years	35	\$608	\$787	\$908	\$771	\$734	\$720
	21 or More Years	68	\$600	\$802	\$985	\$813	\$857	\$799
Seattle WA	Fewer Than 21 Years	70	\$400	\$461	\$550	\$478	\$423	\$392
	21 or More Years	167	\$475	\$568	\$680	\$574	\$520	\$474

Section I: High-Level Data Cuts

Cities

By Years of Experience

Q3 2018 -- Real Rates for Partners

						Trend Analysis (Mean)		
City	Years of Experience	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
St. Louis MO	Fewer Than 21 Years	54	\$250	\$332	\$414	\$332	\$323	\$318
	21 or More Years	80	\$288	\$424	\$513	\$403	\$385	\$388
Syracuse NY	21 or More Years	19	\$239	\$250	\$349	\$286	\$292	\$301
Tampa FL	Fewer Than 21 Years	26	\$275	\$365	\$400	\$348	\$354	\$326
	21 or More Years	58	\$310	\$410	\$506	\$420	\$415	\$404
Trenton NJ	Fewer Than 21 Years	14	\$403	\$460	\$561	\$467	\$510	\$483
	21 or More Years	23	\$480	\$525	\$583	\$519	\$512	\$506
Washington DC	Fewer Than 21 Years	521	\$613	\$756	\$870	\$750	\$716	\$683
	21 or More Years	955	\$630	\$810	\$960	\$819	\$791	\$774
Wheeling WV	Fewer Than 21 Years	13	\$622	\$755	\$915	\$729	\$747	\$726
	21 or More Years	12	\$648	\$761	\$867	\$768	\$708	\$712

Section I: High-Level Data Cuts

Cities

By Years of Experience

Q3 2018 -- Real Rates for Associates

Trend Analysis (Mean)

City	Years of Experience	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Albany NY	7 or More Years	11	\$215	\$226	\$235	\$233	\$235	\$248
Atlanta GA	Fewer Than 3 Years	12	\$263	\$328	\$338	\$293	\$273	\$184
	3 to Fewer Than 7 Years	67	\$282	\$378	\$473	\$384	\$354	\$317
	7 or More Years	95	\$225	\$388	\$543	\$396	\$351	\$361
Austin TX	3 to Fewer Than 7 Years	13	\$270	\$350	\$487	\$385	\$370	\$303
	7 or More Years	20	\$262	\$351	\$441	\$375	\$346	\$354
Baltimore MD	Fewer Than 3 Years	22	\$390	\$400	\$445	\$410	\$375	\$406
	3 to Fewer Than 7 Years	49	\$332	\$445	\$539	\$433	\$423	\$350
	7 or More Years	57	\$275	\$350	\$524	\$404	\$378	\$336
Birmingham AL	3 to Fewer Than 7 Years	15	\$215	\$225	\$300	\$257	\$229	\$211
	7 or More Years	25	\$223	\$253	\$296	\$260	\$248	\$229
Boston MA	Fewer Than 3 Years	23	\$325	\$372	\$446	\$391	\$340	\$411
	3 to Fewer Than 7 Years	78	\$325	\$429	\$640	\$470	\$457	\$445
	7 or More Years	85	\$305	\$450	\$721	\$511	\$496	\$508
Buffalo NY	3 to Fewer Than 7 Years	13	\$188	\$235	\$255	\$232	\$228	\$222
Charlotte NC	3 to Fewer Than 7 Years	23	\$230	\$309	\$358	\$341	\$332	\$298
	7 or More Years	32	\$287	\$344	\$478	\$384	\$414	\$381
Chicago IL	Fewer Than 3 Years	57	\$340	\$380	\$443	\$387	\$372	\$430
	3 to Fewer Than 7 Years	185	\$375	\$476	\$593	\$494	\$452	\$427
	7 or More Years	229	\$315	\$500	\$650	\$502	\$480	\$471
Cincinnati OH	3 to Fewer Than 7 Years	21	\$225	\$242	\$271	\$248	\$241	\$214
	7 or More Years	16	\$255	\$310	\$315	\$296	\$291	\$275
Cleveland OH	Fewer Than 3 Years	21	\$235	\$276	\$300	\$274	\$254	\$233
	3 to Fewer Than 7 Years	59	\$235	\$298	\$379	\$320	\$284	\$263
	7 or More Years	73	\$247	\$295	\$348	\$316	\$297	\$287
Columbus OH	3 to Fewer Than 7 Years	12	\$225	\$240	\$280	\$277	\$239	\$227
	7 or More Years	16	\$265	\$350	\$441	\$361	\$321	\$288
Dallas TX	Fewer Than 3 Years	18	\$263	\$383	\$441	\$360	\$291	\$300
	3 to Fewer Than 7 Years	50	\$305	\$410	\$586	\$454	\$431	\$425
	7 or More Years	59	\$392	\$575	\$720	\$557	\$492	\$455
Denver CO	3 to Fewer Than 7 Years	15	\$251	\$275	\$335	\$294	\$301	\$291
	7 or More Years	47	\$266	\$312	\$370	\$346	\$305	\$321
Detroit MI	3 to Fewer Than 7 Years	14	\$223	\$268	\$285	\$255	\$234	\$243
	7 or More Years	29	\$196	\$250	\$347	\$302	\$282	\$260
Greenville SC	7 or More Years	11	\$258	\$300	\$356	\$303	\$291	\$253
Hartford CT	7 or More Years	22	\$230	\$262	\$300	\$266	\$283	\$259

Section I: High-Level Data Cuts

Cities

By Years of Experience

Q3 2018 -- Real Rates for Associates

Trend Analysis (Mean)

City	Years of Experience	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Houston TX	3 to Fewer Than 7 Years	32	\$260	\$356	\$445	\$371	\$313	\$312
	7 or More Years	47	\$285	\$405	\$615	\$474	\$434	\$441
Indianapolis IN	3 to Fewer Than 7 Years	14	\$150	\$165	\$247	\$214	\$221	\$198
	7 or More Years	20	\$235	\$335	\$395	\$316	\$272	\$258
Jackson MS	3 to Fewer Than 7 Years	12	\$186	\$225	\$248	\$215	\$163	\$178
	7 or More Years	20	\$158	\$235	\$251	\$192	\$158	\$196
Kansas City MO	3 to Fewer Than 7 Years	19	\$200	\$220	\$253	\$231	\$243	\$237
	7 or More Years	26	\$255	\$270	\$289	\$271	\$280	\$294
Las Vegas NV	7 or More Years	13	\$250	\$270	\$290	\$266	\$270	\$268
Los Angeles CA	Fewer Than 3 Years	56	\$357	\$450	\$547	\$447	\$414	\$490
	3 to Fewer Than 7 Years	137	\$395	\$573	\$695	\$561	\$514	\$446
	7 or More Years	239	\$350	\$524	\$751	\$550	\$536	\$510
Louisville KY	7 or More Years	13	\$191	\$225	\$225	\$211	\$211	\$200
Miami FL	3 to Fewer Than 7 Years	21	\$264	\$334	\$386	\$321	\$294	\$261
	7 or More Years	38	\$240	\$320	\$405	\$332	\$299	\$289
Milwaukee WI	3 to Fewer Than 7 Years	17	\$255	\$287	\$292	\$277	\$263	\$240
	7 or More Years	21	\$246	\$292	\$330	\$304	\$298	\$285
Minneapolis MN	3 to Fewer Than 7 Years	28	\$291	\$335	\$380	\$340	\$283	\$279
	7 or More Years	34	\$260	\$320	\$375	\$337	\$331	\$315
Nashville TN	3 to Fewer Than 7 Years	12	\$215	\$234	\$248	\$224	\$219	\$209
	7 or More Years	20	\$221	\$270	\$293	\$263	\$264	\$261
New Orleans LA	7 or More Years	28	\$175	\$216	\$238	\$217	\$201	\$194
New York NY	Fewer Than 3 Years	155	\$390	\$475	\$588	\$500	\$434	\$370
	3 to Fewer Than 7 Years	387	\$430	\$689	\$815	\$652	\$592	\$539
	7 or More Years	669	\$445	\$710	\$880	\$678	\$657	\$615
Orlando FL	3 to Fewer Than 7 Years	13	\$246	\$270	\$280	\$278	\$278	\$253
	7 or More Years	25	\$260	\$295	\$322	\$284	\$274	\$261
Philadelphia PA	Fewer Than 3 Years	86	\$280	\$319	\$360	\$334	\$326	\$308
	3 to Fewer Than 7 Years	169	\$300	\$360	\$415	\$370	\$344	\$336
	7 or More Years	228	\$300	\$404	\$475	\$398	\$385	\$359
Phoenix AZ	3 to Fewer Than 7 Years	17	\$203	\$243	\$294	\$252	\$245	\$165
	7 or More Years	13	\$204	\$270	\$306	\$275	\$322	\$269
Pittsburgh PA	Fewer Than 3 Years	17	\$298	\$325	\$365	\$316	\$297	\$340
	3 to Fewer Than 7 Years	44	\$243	\$316	\$380	\$323	\$295	\$275
	7 or More Years	52	\$245	\$346	\$425	\$349	\$317	\$330

Section I: High-Level Data Cuts

Cities

By Years of Experience

Q3 2018 -- Real Rates for Associates

Trend Analysis (Mean)

City	Years of Experience	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Portland OR	Fewer Than 3 Years	19	\$229	\$290	\$310	\$285	\$275	\$232
	3 to Fewer Than 7 Years	50	\$320	\$346	\$378	\$347	\$290	\$250
	7 or More Years	48	\$329	\$383	\$426	\$374	\$327	\$307
Raleigh NC	7 or More Years	13	\$245	\$285	\$323	\$288	\$290	\$264
Richmond VA	7 or More Years	25	\$211	\$336	\$430	\$345	\$322	\$330
San Diego CA	3 to Fewer Than 7 Years	17	\$278	\$312	\$499	\$371	\$304	\$276
	7 or More Years	36	\$278	\$447	\$614	\$450	\$440	\$324
San Francisco CA	Fewer Than 3 Years	19	\$319	\$430	\$451	\$406	\$355	
	3 to Fewer Than 7 Years	57	\$320	\$450	\$537	\$443	\$415	\$375
	7 or More Years	100	\$359	\$477	\$641	\$511	\$476	\$445
San Jose CA	3 to Fewer Than 7 Years	11	\$319	\$448	\$579	\$458	\$446	\$408
	7 or More Years	36	\$420	\$500	\$684	\$560	\$546	\$541
Seattle WA	3 to Fewer Than 7 Years	34	\$279	\$333	\$377	\$340	\$290	\$275
	7 or More Years	52	\$310	\$404	\$460	\$411	\$344	\$335
St. Louis MO	3 to Fewer Than 7 Years	13	\$225	\$252	\$280	\$251	\$225	\$221
	7 or More Years	34	\$194	\$205	\$250	\$233	\$222	\$233
Tampa FL	3 to Fewer Than 7 Years	12	\$238	\$280	\$296	\$270	\$211	\$239
	7 or More Years	17	\$185	\$263	\$324	\$261	\$271	\$250
Trenton NJ	7 or More Years	14	\$261	\$393	\$494	\$387	\$409	\$380
Washington DC	Fewer Than 3 Years	114	\$320	\$435	\$500	\$425	\$391	\$352
	3 to Fewer Than 7 Years	270	\$410	\$508	\$601	\$505	\$461	\$422
	7 or More Years	318	\$450	\$600	\$740	\$613	\$583	\$553
Wheeling WV	7 or More Years	16	\$425	\$515	\$721	\$533	\$470	\$444

Section I: High-Level Data Cuts

Firm Size

By Matter Type

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Firm Size	MatterType	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
50 Lawyers or Fewer	Litigation	Partner	1399	\$215	\$275	\$391	\$322	\$312	\$300
		Associate	1152	\$175	\$225	\$280	\$243	\$228	\$215
	Non-Litigation	Partner	1527	\$273	\$350	\$485	\$389	\$376	\$363
		Associate	1132	\$200	\$250	\$310	\$276	\$267	\$260
51-200 Lawyers	Litigation	Partner	1391	\$264	\$353	\$500	\$413	\$398	\$380
		Associate	1144	\$200	\$244	\$306	\$274	\$265	\$249
	Non-Litigation	Partner	1557	\$340	\$428	\$575	\$478	\$475	\$469
		Associate	1012	\$235	\$279	\$350	\$308	\$308	\$294
201-500 Lawyers	Litigation	Partner	1387	\$374	\$500	\$677	\$536	\$515	\$507
		Associate	1134	\$260	\$314	\$427	\$361	\$351	\$344
	Non-Litigation	Partner	1969	\$423	\$548	\$736	\$606	\$590	\$570
		Associate	1561	\$285	\$361	\$493	\$408	\$392	\$377
501-1,000 Lawyers	Litigation	Partner	1586	\$520	\$680	\$915	\$734	\$693	\$649
		Associate	1796	\$349	\$460	\$622	\$492	\$461	\$436
	Non-Litigation	Partner	2656	\$600	\$807	\$1,133	\$865	\$834	\$796
		Associate	3403	\$399	\$555	\$745	\$578	\$542	\$515
More Than 1,000 Lawyers	Litigation	Partner	1201	\$664	\$800	\$958	\$819	\$783	\$755
		Associate	1496	\$395	\$485	\$629	\$514	\$489	\$473
	Non-Litigation	Partner	2310	\$750	\$895	\$1,100	\$936	\$885	\$863
		Associate	2822	\$425	\$560	\$735	\$594	\$570	\$545

Section II: Industry Analysis



2018 Real Rate Report

Section II: Industry Analysis

Industry Groups

Q3 2018 -- Real Rates for Partners, Associates, and Paralegals

Trend Analysis (Mean)

Industry Group	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Basic Materials and Utilities	Partner	604	\$350	\$460	\$707	\$579	\$545	\$508
	Associate	510	\$235	\$315	\$505	\$395	\$377	\$347
	Paralegal	319	\$110	\$165	\$234	\$183	\$175	\$170
Consumer Goods	Partner	509	\$350	\$450	\$655	\$530	\$489	\$477
	Associate	408	\$225	\$290	\$420	\$349	\$336	\$326
	Paralegal	298	\$125	\$150	\$216	\$175	\$159	\$153
Consumer Services	Partner	2476	\$394	\$550	\$730	\$599	\$576	\$539
	Associate	2414	\$275	\$384	\$550	\$428	\$407	\$374
	Paralegal	1075	\$125	\$200	\$265	\$208	\$205	\$192
Financials Excluding Insurance	Partner	4955	\$449	\$727	\$1,025	\$767	\$754	\$731
	Associate	5172	\$325	\$500	\$715	\$538	\$528	\$505
	Paralegal	2191	\$161	\$226	\$300	\$236	\$232	\$223
Health Care	Partner	1568	\$425	\$603	\$832	\$634	\$606	\$579
	Associate	1658	\$292	\$420	\$503	\$422	\$399	\$382
	Paralegal	924	\$140	\$204	\$255	\$206	\$194	\$189
Industrials	Partner	2546	\$340	\$485	\$730	\$547	\$534	\$561
	Associate	2236	\$235	\$325	\$463	\$373	\$364	\$394
	Paralegal	1197	\$105	\$170	\$237	\$189	\$173	\$175
Insurance	Partner	5439	\$173	\$215	\$325	\$306	\$296	\$280
	Associate	4879	\$150	\$178	\$255	\$239	\$228	\$216
	Paralegal	3777	\$85	\$95	\$125	\$120	\$115	\$112
Technology and Telecommunications	Partner	2509	\$475	\$676	\$875	\$697	\$647	\$623
	Associate	2641	\$336	\$450	\$605	\$485	\$436	\$408
	Paralegal	1010	\$175	\$244	\$290	\$238	\$217	\$209

Section II: Industry Analysis

Industry Groups

By Matter Type

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Industry Group	MatterType	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Basic Materials and Utilities	Litigation	Partner	308	\$255	\$374	\$554	\$435	\$424	\$403
		Associate	275	\$200	\$251	\$327	\$296	\$289	\$287
	Non-Litigation	Partner	343	\$405	\$540	\$895	\$694	\$657	\$617
		Associate	256	\$300	\$428	\$661	\$499	\$485	\$431
Consumer Goods	Litigation	Partner	277	\$298	\$375	\$520	\$450	\$410	\$404
		Associate	253	\$205	\$250	\$325	\$304	\$291	\$290
	Non-Litigation	Partner	258	\$425	\$546	\$779	\$619	\$590	\$567
		Associate	166	\$300	\$378	\$481	\$420	\$412	\$386
Consumer Services	Litigation	Partner	1324	\$325	\$496	\$677	\$530	\$509	\$466
		Associate	1160	\$240	\$329	\$468	\$372	\$370	\$324
	Non-Litigation	Partner	1462	\$450	\$590	\$791	\$659	\$637	\$606
		Associate	1453	\$306	\$434	\$588	\$472	\$443	\$425
Financials Excluding Insurance	Litigation	Partner	1427	\$333	\$536	\$805	\$603	\$607	\$587
		Associate	1455	\$246	\$366	\$560	\$416	\$424	\$413
	Non-Litigation	Partner	3813	\$505	\$800	\$1,100	\$829	\$809	\$782
		Associate	3929	\$375	\$555	\$765	\$584	\$565	\$535
Health Care	Litigation	Partner	1100	\$400	\$595	\$805	\$616	\$575	\$552
		Associate	1203	\$280	\$395	\$500	\$409	\$383	\$366
	Non-Litigation	Partner	613	\$450	\$650	\$855	\$669	\$670	\$629
		Associate	541	\$310	\$450	\$554	\$453	\$437	\$416
Industrials	Litigation	Partner	1139	\$255	\$415	\$671	\$487	\$464	\$456
		Associate	976	\$195	\$295	\$429	\$335	\$317	\$324
	Non-Litigation	Partner	1637	\$375	\$519	\$756	\$589	\$588	\$628
		Associate	1414	\$255	\$350	\$495	\$399	\$398	\$433
Insurance	Litigation	Partner	1201	\$275	\$360	\$631	\$466	\$429	\$407
		Associate	1060	\$220	\$276	\$440	\$345	\$312	\$283
	Non-Litigation	Partner	1315	\$275	\$365	\$695	\$493	\$493	\$468
		Associate	1120	\$225	\$275	\$445	\$351	\$338	\$319
Technology and Telecommunications	Litigation	Partner	855	\$465	\$676	\$895	\$695	\$631	\$595
		Associate	876	\$325	\$465	\$642	\$494	\$431	\$391
	Non-Litigation	Partner	1916	\$480	\$676	\$875	\$697	\$654	\$636
		Associate	2009	\$340	\$443	\$590	\$481	\$437	\$415

Section II: Industry Analysis

Basic Materials and Utilities

By Practice Area and Matter Type

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Commercial	Litigation	Partner	28	\$508	\$620	\$827	\$665	\$617	\$518
		Associate	30	\$315	\$425	\$444	\$392	\$342	\$341
	Non-Litigation	Partner	17	\$472	\$500	\$641	\$600	\$689	\$471
		Associate	12	\$290	\$313	\$327	\$344	\$325	\$288

Section II: Industry Analysis

Consumer Goods

By Practice Area and Matter Type

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Commercial	Litigation	Partner	49	\$435	\$466	\$536	\$508	\$481	\$472
		Associate	23	\$267	\$295	\$355	\$328	\$345	\$321
	Non-Litigation	Partner	75	\$409	\$513	\$666	\$557	\$568	\$523
		Associate	61	\$295	\$370	\$459	\$378	\$380	\$353
Corporate: Other	Non-Litigation	Partner	26	\$401	\$748	\$997	\$717	\$786	\$538
		Associate	16	\$394	\$489	\$647	\$527	\$496	\$424
Corporate: Regulatory and Compliance	Non-Litigation	Partner	13	\$600	\$785	\$890	\$801	\$706	\$682
Employment and Labor: Other	Litigation	Partner	24	\$381	\$575	\$729	\$615	\$578	\$566
		Associate	18	\$320	\$473	\$550	\$437	\$392	\$411
Environmental	Non-Litigation	Partner	21	\$471	\$595	\$778	\$607	\$613	\$659
General Liability: Product and Product Liability	Litigation	Partner	136	\$254	\$310	\$350	\$332	\$341	\$338
		Associate	143	\$205	\$225	\$265	\$240	\$255	\$272
Intellectual Property: Trademarks	Non-Litigation	Partner	18	\$417	\$491	\$586	\$550	\$572	\$554
		Associate	12	\$342	\$386	\$414	\$382	\$484	\$408

Section II: Industry Analysis

Consumer Services

By Practice Area and Matter Type

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Bankruptcy and Collections	Litigation	Partner	58	\$271	\$375	\$499	\$409	\$372	\$376
		Associate	36	\$251	\$275	\$295	\$296	\$278	\$277
Commercial	Litigation	Partner	324	\$380	\$553	\$695	\$577	\$566	\$523
		Associate	240	\$283	\$350	\$465	\$393	\$389	\$354
	Non-Litigation	Partner	183	\$400	\$535	\$680	\$553	\$534	\$532
		Associate	149	\$268	\$371	\$447	\$381	\$375	\$358
Corporate: Mergers, Acquisitions and Divestitures	Non-Litigation	Partner	81	\$629	\$1,144	\$1,201	\$927	\$866	\$896
Corporate: Other	Litigation	Partner	184	\$450	\$652	\$800	\$655	\$619	\$629
		Associate	173	\$310	\$410	\$553	\$442	\$437	\$420
	Non-Litigation	Partner	374	\$519	\$683	\$878	\$734	\$721	\$751
		Associate	315	\$310	\$457	\$629	\$487	\$476	\$483
Corporate: Regulatory and Compliance	Litigation	Partner	96	\$409	\$573	\$814	\$630	\$635	\$629
		Associate	96	\$339	\$399	\$518	\$428	\$453	\$437
	Non-Litigation	Partner	331	\$478	\$605	\$875	\$681	\$592	\$563
		Associate	362	\$346	\$491	\$700	\$515	\$432	\$382
Corporate: Tax	Non-Litigation	Partner	77	\$430	\$558	\$627	\$572	\$541	\$506
Employment and Labor: ADA	Litigation	Partner	17	\$275	\$300	\$515	\$372	\$346	\$347
Employment and Labor: Compensation and Benefits	Litigation	Partner	17	\$577	\$645	\$949	\$718	\$706	\$606
	Non-Litigation	Partner	30	\$555	\$615	\$677	\$639	\$608	\$585
Employment and Labor: Discrimination, Retaliation and Harassment / EEO	Litigation	Partner	136	\$281	\$374	\$524	\$407	\$386	\$385
		Associate	99	\$235	\$280	\$327	\$285	\$293	\$280
	Non-Litigation	Partner	18	\$350	\$457	\$485	\$490	\$478	\$453
Employment and Labor: Other	Litigation	Partner	163	\$346	\$455	\$595	\$467	\$466	\$430
		Associate	113	\$250	\$290	\$400	\$331	\$326	\$307
	Non-Litigation	Partner	144	\$408	\$500	\$593	\$512	\$535	\$500
		Associate	88	\$269	\$344	\$437	\$383	\$393	\$375

Section II: Industry Analysis

Consumer Services

By Practice Area and Matter Type

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Employment and Labor: Union Relations and Negotiations / NLRB	Litigation	Partner	24	\$430	\$579	\$789	\$624	\$530	\$518
		Associate	11	\$283	\$359	\$402	\$405	\$346	\$369
	Non-Litigation	Partner	66	\$367	\$450	\$626	\$487	\$499	\$429
		Associate	28	\$272	\$305	\$356	\$325	\$331	\$279
Employment and Labor: Wages, Tips and Overtime	Litigation	Partner	40	\$279	\$408	\$523	\$402	\$419	\$435
		Associate	32	\$279	\$387	\$490	\$362	\$374	\$350
Employment and Labor: Wrongful Termination	Litigation	Partner	18	\$312	\$379	\$502	\$427	\$405	\$382
		Associate	23	\$195	\$300	\$333	\$308	\$284	\$264
Environmental	Litigation	Partner	56	\$215	\$248	\$255	\$272	\$269	\$284
		Associate	60	\$182	\$185	\$189	\$213	\$195	\$200
Finance and Securities: Debt/Equity Offerings	Non-Litigation	Partner	20	\$978	\$1,190	\$1,201	\$1,078	\$975	\$895
		Associate	32	\$588	\$776	\$815	\$703	\$629	\$581
Finance and Securities: SEC Filings and Financial Reporting	Non-Litigation	Partner	36	\$591	\$720	\$1,144	\$836	\$896	\$868
		Associate	22	\$411	\$507	\$653	\$526	\$510	\$560
General Liability: Advertising Injury	Litigation	Partner	14	\$685	\$715	\$816	\$715	\$721	\$732
		Associate	15	\$438	\$495	\$567	\$488	\$566	\$534
Intellectual Property: Other	Non-Litigation	Partner	38	\$432	\$539	\$600	\$532	\$593	\$526
		Associate	33	\$285	\$332	\$396	\$357	\$383	\$315
Intellectual Property: Patents	Litigation	Partner	81	\$456	\$680	\$844	\$695	\$695	\$614
		Associate	82	\$356	\$508	\$773	\$544	\$556	\$448
	Non-Litigation	Partner	49	\$380	\$503	\$639	\$549	\$585	\$581
		Associate	75	\$270	\$295	\$390	\$331	\$356	\$351
Intellectual Property: Trademarks	Non-Litigation	Partner	28	\$555	\$633	\$713	\$640	\$601	\$613
		Associate	32	\$312	\$381	\$509	\$422	\$375	\$380
Real Estate: Landlord/Tenant Issues	Non-Litigation	Associate	12	\$233	\$399	\$445	\$377	\$315	\$244
Real Estate: Leasing	Non-Litigation	Partner	32	\$378	\$490	\$588	\$501	\$475	\$426
		Associate	34	\$272	\$310	\$390	\$331	\$333	\$304

Section II: Industry Analysis

Consumer Services

By Practice Area and Matter Type

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Real Estate: Other	Litigation	Partner	39	\$425	\$550	\$725	\$643	\$520	\$408
		Associate	21	\$256	\$350	\$500	\$407	\$346	\$254
	Non-Litigation	Partner	85	\$374	\$462	\$555	\$475	\$522	\$466
		Associate	70	\$251	\$295	\$387	\$326	\$352	\$298
Requests for Information: Subpoena	Litigation	Partner	43	\$333	\$440	\$614	\$488	\$530	\$442
		Associate	29	\$280	\$350	\$430	\$363	\$377	\$332

Section II: Industry Analysis

Financials Excluding Insurance

By Practice Area and Matter Type

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Bankruptcy and Collections	Litigation	Partner	177	\$250	\$342	\$425	\$381	\$380	\$359
		Associate	131	\$200	\$250	\$310	\$270	\$257	\$249
	Non-Litigation	Partner	279	\$278	\$350	\$421	\$373	\$391	\$395
		Associate	171	\$220	\$275	\$350	\$290	\$298	\$272
Commercial	Litigation	Partner	321	\$348	\$495	\$746	\$586	\$655	\$634
		Associate	286	\$255	\$350	\$500	\$400	\$450	\$472
	Non-Litigation	Partner	180	\$525	\$925	\$1,389	\$1,021	\$952	\$763
		Associate	181	\$380	\$655	\$936	\$694	\$643	\$548
Corporate: Governance	Non-Litigation	Partner	45	\$675	\$1,224	\$1,295	\$982	\$886	\$980
		Associate	37	\$418	\$651	\$762	\$604	\$563	\$598
Corporate: Mergers, Acquisitions and Divestitures	Non-Litigation	Partner	122	\$726	\$963	\$1,335	\$1,000	\$829	\$808
		Associate	72	\$455	\$720	\$978	\$719	\$653	\$521
Corporate: Other	Litigation	Partner	156	\$457	\$639	\$904	\$714	\$609	\$599
		Associate	128	\$289	\$420	\$641	\$477	\$431	\$401
	Non-Litigation	Partner	550	\$559	\$818	\$1,061	\$850	\$855	\$830
		Associate	626	\$360	\$520	\$703	\$555	\$555	\$542
Corporate: Regulatory and Compliance	Litigation	Partner	147	\$570	\$811	\$1,068	\$829	\$763	\$697
		Associate	165	\$374	\$515	\$660	\$529	\$490	\$473
	Non-Litigation	Partner	147	\$700	\$978	\$1,231	\$970	\$978	\$984
		Associate	123	\$440	\$613	\$748	\$639	\$604	\$567
Corporate: Tax	Non-Litigation	Partner	91	\$808	\$1,024	\$1,425	\$1,088	\$1,066	\$1,105
		Associate	92	\$436	\$596	\$965	\$708	\$720	\$733
Corporate: Treasury	Non-Litigation	Partner	24	\$905	\$1,038	\$1,133	\$1,006	\$898	\$841
		Associate	34	\$444	\$586	\$775	\$579	\$526	\$518
Employment and Labor: Compensation and Benefits	Non-Litigation	Partner	69	\$544	\$656	\$780	\$688	\$655	\$655
		Associate	49	\$333	\$375	\$480	\$400	\$492	\$454
Employment and Labor: Discrimination, Retaliation and Harassment / EEO	Litigation	Partner	48	\$415	\$490	\$652	\$598	\$526	\$495
		Associate	46	\$311	\$378	\$554	\$451	\$456	\$385
	Non-Litigation	Partner	20	\$357	\$384	\$440	\$402	\$382	\$378
		Associate	13	\$250	\$290	\$315	\$284	\$241	\$267
Employment and Labor: ERISA	Non-Litigation	Partner	31	\$644	\$759	\$988	\$823	\$736	\$696
		Associate	21	\$413	\$540	\$731	\$571	\$471	\$446

Section II: Industry Analysis

Financials Excluding Insurance

By Practice Area and Matter Type

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Finance and Securities: Debt/Equity Offerings	Non-Litigation	Partner	122	\$645	\$893	\$1,033	\$858	\$835	\$775
		Associate	88	\$386	\$503	\$680	\$547	\$553	\$501
Finance and Securities: Fiduciary Services	Litigation	Partner	92	\$521	\$690	\$953	\$741	\$769	\$723
		Associate	76	\$372	\$440	\$527	\$473	\$469	\$485
	Non-Litigation	Associate	32	\$268	\$308	\$406	\$364	\$406	\$430
Finance and Securities: Investments and Other Financial Instruments	Litigation	Partner	51	\$660	\$980	\$1,221	\$968	\$981	\$959
		Associate	58	\$415	\$644	\$812	\$619	\$606	\$560
	Non-Litigation	Partner	1291	\$710	\$921	\$1,195	\$938	\$930	\$888
		Associate	1552	\$465	\$628	\$800	\$644	\$623	\$591
Finance and Securities: Loans and Financing	Litigation	Partner	67	\$300	\$350	\$558	\$478	\$526	\$610
		Associate	75	\$200	\$310	\$473	\$389	\$348	\$390
	Non-Litigation	Partner	1028	\$500	\$760	\$1,085	\$803	\$792	\$773
		Associate	1003	\$380	\$555	\$769	\$577	\$561	\$525
Finance and Securities: SEC Filings and Financial Reporting	Non-Litigation	Partner	38	\$381	\$693	\$968	\$691	\$580	\$620
		Associate	12	\$344	\$463	\$641	\$504	\$419	\$429
Finance and Securities: Securities and Banking Regulations	Non-Litigation	Partner	83	\$669	\$857	\$1,248	\$917	\$971	\$947
		Associate	49	\$425	\$530	\$716	\$563	\$592	\$552
Marketing and Advertising	Non-Litigation	Partner	22	\$641	\$1,280	\$1,545	\$1,104	\$1,008	\$842
		Associate	36	\$575	\$803	\$941	\$768	\$661	\$637
Real Estate: Commercial	Non-Litigation	Partner	31	\$322	\$395	\$485	\$406	\$396	\$402
Real Estate: Landlord/Tenant Issues	Litigation	Partner	52	\$225	\$283	\$342	\$326	\$309	\$317
		Associate	62	\$191	\$225	\$250	\$233	\$235	\$228
Real Estate: Leasing	Non-Litigation	Partner	29	\$385	\$475	\$645	\$519	\$525	\$504
		Associate	23	\$230	\$270	\$383	\$335	\$264	\$289

Section II: Industry Analysis

Financials Excluding Insurance

By Practice Area and Matter Type

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Real Estate: Other	Litigation	Partner	26	\$238	\$519	\$619	\$477	\$422	\$439
	Non-Litigation	Partner	74	\$330	\$425	\$568	\$508	\$475	\$445
		Associate	46	\$250	\$295	\$520	\$384	\$328	\$306

Section II: Industry Analysis

Healthcare

By Practice Area and Matter Type

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Commercial	Non-Litigation	Partner	12	\$695	\$933	\$1,460	\$1,019	\$957	\$869
		Associate	22	\$409	\$700	\$954	\$659	\$609	\$579
Corporate: Mergers, Acquisitions and Divestitures	Non-Litigation	Partner	21	\$473	\$527	\$995	\$754	\$774	\$675
		Associate	24	\$284	\$700	\$731	\$583	\$410	\$417
Corporate: Other	Litigation	Partner	165	\$524	\$687	\$856	\$717	\$647	\$660
		Associate	178	\$336	\$464	\$518	\$462	\$424	\$413
	Non-Litigation	Partner	147	\$705	\$840	\$956	\$849	\$775	\$755
		Associate	170	\$454	\$500	\$621	\$533	\$476	\$490
Corporate: Regulatory and Compliance	Litigation	Partner	120	\$575	\$734	\$875	\$722	\$720	\$653
		Associate	132	\$365	\$475	\$557	\$464	\$455	\$424
	Non-Litigation	Partner	143	\$375	\$550	\$765	\$586	\$578	\$589
		Associate	91	\$255	\$416	\$500	\$403	\$382	\$377
Employment and Labor: Discrimination, Retaliation and Harassment / EEO	Litigation	Partner	16	\$298	\$494	\$595	\$471	\$419	\$374
		Associate	16	\$256	\$325	\$369	\$321	\$291	\$278
Employment and Labor: Other	Litigation	Partner	43	\$429	\$584	\$643	\$544	\$571	\$498
		Associate	40	\$349	\$395	\$450	\$394	\$371	\$346
	Non-Litigation	Partner	45	\$342	\$446	\$626	\$508	\$484	\$433
		Associate	30	\$273	\$403	\$535	\$404	\$332	\$298
Environmental	Litigation	Partner	26	\$403	\$549	\$625	\$546	\$575	\$548
		Associate	14	\$322	\$393	\$515	\$424	\$414	\$406
General Liability: Product and Product Liability	Litigation	Partner	300	\$350	\$500	\$670	\$538	\$465	\$441
		Associate	351	\$225	\$332	\$427	\$345	\$311	\$297
Intellectual Property: Patents	Litigation	Partner	240	\$610	\$790	\$928	\$773	\$741	\$731
		Associate	255	\$405	\$475	\$621	\$496	\$488	\$476
	Non-Litigation	Partner	132	\$517	\$620	\$775	\$646	\$635	\$598
		Associate	112	\$329	\$388	\$482	\$415	\$432	\$386
Intellectual Property: Trademarks	Non-Litigation	Partner	32	\$545	\$625	\$850	\$672	\$702	\$645
Requests for Information: Subpoena	Litigation	Partner	13	\$865	\$900	\$913	\$818	\$736	\$708
		Associate	19	\$412	\$481	\$539	\$465	\$463	\$512

Section II: Industry Analysis

Industrials

By Practice Area and Matter Type

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Bankruptcy and Collections	Litigation	Partner	15	\$380	\$395	\$488	\$462	\$393	\$352
Commercial	Litigation	Partner	143	\$348	\$550	\$714	\$556	\$536	\$477
		Associate	120	\$257	\$340	\$471	\$381	\$362	\$338
	Non-Litigation	Partner	156	\$400	\$495	\$635	\$547	\$530	\$528
		Associate	78	\$266	\$315	\$374	\$348	\$362	\$362
Corporate: Antitrust and Competition	Litigation	Partner	12	\$757	\$871	\$1,014	\$814	\$670	\$631
		Associate	12	\$338	\$416	\$536	\$439	\$482	\$467
	Non-Litigation	Partner	11	\$602	\$829	\$914	\$788	\$681	\$724
		Associate	11	\$357	\$404	\$447	\$404	\$408	\$420
Corporate: Mergers, Acquisitions and Divestitures	Non-Litigation	Partner	202	\$722	\$852	\$1,135	\$916	\$860	\$883
		Associate	195	\$386	\$529	\$708	\$559	\$549	\$573
Corporate: Other	Litigation	Partner	421	\$325	\$550	\$775	\$566	\$495	\$498
		Associate	328	\$220	\$375	\$518	\$384	\$330	\$339
	Non-Litigation	Partner	521	\$395	\$587	\$798	\$624	\$621	\$651
		Associate	444	\$295	\$383	\$538	\$426	\$427	\$438
Corporate: Regulatory and Compliance	Litigation	Partner	26	\$684	\$753	\$930	\$786	\$797	\$748
		Associate	19	\$500	\$606	\$669	\$569	\$494	\$498
	Non-Litigation	Partner	154	\$391	\$543	\$733	\$592	\$588	\$604
		Associate	86	\$290	\$386	\$535	\$411	\$381	\$423
Corporate: Tax	Non-Litigation	Partner	94	\$584	\$751	\$879	\$757	\$800	\$832
		Associate	79	\$339	\$455	\$670	\$498	\$517	\$544
Employment and Labor: Compensation and Benefits	Non-Litigation	Partner	39	\$470	\$587	\$800	\$647	\$645	\$594
		Associate	14	\$271	\$400	\$491	\$407	\$344	\$339
Employment and Labor: Discrimination, Retaliation and Harassment / EEO	Litigation	Partner	44	\$350	\$370	\$442	\$415	\$408	\$390
	Non-Litigation	Partner	18	\$371	\$402	\$474	\$407	\$394	\$427
		Associate	17	\$351	\$381	\$405	\$375	\$377	\$314
Employment and Labor: ERISA	Litigation	Partner	11	\$340	\$410	\$730	\$524	\$586	\$596

Section II: Industry Analysis

Industrials

By Practice Area and Matter Type

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Employment and Labor: Other	Litigation	Partner	27	\$358	\$419	\$493	\$463	\$428	\$393
	Non-Litigation	Partner	111	\$369	\$453	\$568	\$522	\$516	\$506
		Associate	75	\$244	\$315	\$365	\$335	\$334	\$324
Employment and Labor: Union Relations and Negotiations / NLRB	Litigation	Partner	26	\$403	\$475	\$577	\$512	\$503	\$484
		Associate	25	\$295	\$362	\$416	\$365	\$343	\$362
	Non-Litigation	Partner	30	\$396	\$467	\$510	\$481	\$487	\$496
		Associate	12	\$310	\$331	\$366	\$360	\$366	\$331
Employment and Labor: Wrongful Termination	Litigation	Partner	24	\$273	\$350	\$400	\$346	\$363	\$373
Environmental	Litigation	Partner	23	\$458	\$528	\$561	\$502	\$479	\$479
		Associate	14	\$285	\$298	\$309	\$315	\$298	\$363
	Non-Litigation	Partner	60	\$390	\$531	\$610	\$515	\$503	\$519
		Associate	35	\$293	\$370	\$443	\$372	\$351	\$348
General Liability: Asbestos/Mesothelioma	Litigation	Partner	60	\$200	\$225	\$325	\$271	\$282	\$289
		Associate	39	\$165	\$175	\$215	\$201	\$222	\$232
	Non-Litigation	Partner	33	\$275	\$315	\$395	\$352	\$397	\$323
General Liability: Other	Non-Litigation	Partner	13	\$428	\$462	\$653	\$534	\$430	\$479
General Liability: Personal Injury/Wrongful Death	Litigation	Partner	142	\$194	\$214	\$258	\$271	\$302	\$274
		Associate	108	\$165	\$175	\$201	\$201	\$212	\$218
General Liability: Product and Product Liability	Litigation	Partner	134	\$213	\$323	\$424	\$358	\$358	\$358
		Associate	109	\$181	\$215	\$290	\$265	\$265	\$274
Intellectual Property: Other	Non-Litigation	Partner	121	\$330	\$423	\$570	\$487	\$499	\$527
		Associate	156	\$219	\$257	\$355	\$306	\$300	\$317
Intellectual Property: Patents	Litigation	Partner	52	\$442	\$675	\$835	\$661	\$672	\$643
		Associate	41	\$274	\$371	\$439	\$386	\$411	\$397
	Non-Litigation	Partner	149	\$319	\$377	\$481	\$437	\$449	\$464
		Associate	200	\$224	\$271	\$386	\$347	\$313	\$322
Intellectual Property: Trademarks	Non-Litigation	Partner	29	\$335	\$495	\$604	\$476	\$535	\$533
		Associate	14	\$288	\$306	\$402	\$338	\$365	\$374
Real Estate: Other	Non-Litigation	Partner	21	\$380	\$460	\$515	\$492	\$541	\$649

Section II: Industry Analysis

Technology and Telecommunications

By Practice Area and Matter Type

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Bankruptcy and Collections	Non-Litigation	Partner	14	\$438	\$497	\$683	\$564	\$505	\$490
Commercial	Litigation	Partner	92	\$488	\$687	\$850	\$688	\$596	\$561
		Associate	89	\$283	\$350	\$535	\$408	\$348	\$359
	Non-Litigation	Partner	187	\$473	\$622	\$779	\$626	\$588	\$566
		Associate	143	\$329	\$404	\$486	\$424	\$404	\$373
Corporate: Antitrust and Competition	Litigation	Partner	30	\$677	\$776	\$922	\$784	\$819	\$716
		Associate	40	\$337	\$450	\$625	\$500	\$503	\$534
	Non-Litigation	Partner	87	\$795	\$934	\$1,123	\$956	\$910	\$805
		Associate	255	\$410	\$515	\$693	\$561	\$550	\$521
Corporate: Governance	Non-Litigation	Partner	46	\$713	\$912	\$1,165	\$936	\$941	\$851
		Associate	61	\$515	\$630	\$755	\$612	\$595	\$459
Corporate: Mergers, Acquisitions and Divestitures	Non-Litigation	Partner	217	\$670	\$810	\$910	\$816	\$811	\$776
		Associate	219	\$416	\$506	\$625	\$531	\$532	\$490
Corporate: Other	Litigation	Partner	175	\$488	\$710	\$847	\$704	\$699	\$681
		Associate	175	\$325	\$465	\$606	\$472	\$461	\$390
	Non-Litigation	Partner	285	\$620	\$846	\$990	\$830	\$721	\$707
		Associate	246	\$444	\$546	\$683	\$563	\$471	\$426
Corporate: Regulatory and Compliance	Litigation	Partner	18	\$693	\$871	\$1,071	\$899	\$796	\$723
		Associate	17	\$409	\$556	\$600	\$549	\$478	\$440
	Non-Litigation	Partner	265	\$498	\$689	\$825	\$673	\$636	\$622
		Associate	222	\$355	\$461	\$598	\$472	\$428	\$429
Corporate: Tax	Non-Litigation	Partner	102	\$665	\$784	\$923	\$794	\$720	\$715
		Associate	74	\$391	\$490	\$607	\$506	\$380	\$391
Employment and Labor: Agreements	Litigation	Partner	12	\$750	\$868	\$1,219	\$976	\$969	
		Associate	22	\$560	\$641	\$769	\$673	\$621	
	Non-Litigation	Partner	22	\$409	\$659	\$799	\$608	\$532	\$535
		Associate	16	\$352	\$476	\$551	\$460	\$325	\$357
Employment and Labor: Compensation and Benefits	Non-Litigation	Partner	50	\$513	\$670	\$853	\$673	\$666	\$634
		Associate	36	\$301	\$405	\$530	\$417	\$368	\$358

Section II: Industry Analysis

Technology and Telecommunications

By Practice Area and Matter Type

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Matter Type	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Employment and Labor: Discrimination, Retaliation and Harassment / EEO	Litigation	Partner	63	\$400	\$450	\$628	\$508	\$465	\$497
		Associate	57	\$305	\$350	\$422	\$362	\$316	\$329
	Non-Litigation	Partner	71	\$421	\$450	\$610	\$508	\$519	\$487
		Associate	77	\$300	\$320	\$400	\$340	\$314	\$321
Employment and Labor: Other	Litigation	Partner	29	\$540	\$595	\$685	\$624	\$573	\$520
		Associate	25	\$319	\$375	\$421	\$376	\$352	\$349
	Non-Litigation	Partner	178	\$512	\$644	\$795	\$658	\$614	\$585
		Associate	170	\$315	\$387	\$525	\$434	\$391	\$360
General Liability: Consumer Related Claims	Litigation	Partner	42	\$302	\$475	\$657	\$497	\$509	\$504
		Associate	41	\$255	\$346	\$486	\$367	\$373	\$340
Government Relations	Non-Litigation	Partner	72	\$659	\$783	\$910	\$799	\$693	\$656
		Associate	58	\$410	\$514	\$591	\$511	\$385	\$361
Intellectual Property: Licensing	Litigation	Partner	71	\$801	\$950	\$1,093	\$935	\$1,041	\$981
Intellectual Property: Other	Non-Litigation	Partner	37	\$450	\$537	\$730	\$578	\$599	\$537
		Associate	22	\$250	\$290	\$411	\$353	\$343	\$360
Intellectual Property: Patents	Litigation	Partner	220	\$578	\$802	\$984	\$809	\$699	\$650
		Associate	213	\$444	\$605	\$755	\$593	\$475	\$434
	Non-Litigation	Partner	253	\$375	\$495	\$680	\$555	\$501	\$507
		Associate	288	\$275	\$335	\$430	\$395	\$360	\$348
Intellectual Property: Trademarks	Litigation	Partner	14	\$459	\$727	\$851	\$688	\$617	\$630
		Associate	12	\$325	\$413	\$514	\$420	\$406	\$433
	Non-Litigation	Partner	57	\$475	\$576	\$716	\$594	\$552	\$531
		Associate	76	\$301	\$373	\$444	\$388	\$348	\$348
Marketing and Advertising	Non-Litigation	Partner	13	\$222	\$300	\$575	\$407	\$520	\$668
Real Estate: Leasing	Non-Litigation	Partner	55	\$350	\$420	\$525	\$442	\$434	\$428
Real Estate: Other	Non-Litigation	Partner	46	\$350	\$425	\$509	\$428	\$474	\$460
Requests for Information: Subpoena	Litigation	Partner	15	\$592	\$760	\$968	\$808	\$694	\$842
		Associate	21	\$560	\$650	\$785	\$627	\$589	\$597

Section III: Practice Area Analysis



2018 Real Rate Report

Section III: Practice Area Analysis

Bankruptcy and Collections

By City

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Atlanta GA	Partner	13	\$361	\$515	\$675	\$523	\$393	\$421
	Associate	12	\$250	\$408	\$485	\$410	\$330	\$328
Baltimore MD	Partner	19	\$360	\$385	\$425	\$391	\$388	\$381
Buffalo NY	Partner	13	\$225	\$327	\$374	\$308	\$303	\$315
	Associate	13	\$185	\$235	\$254	\$232	\$223	\$212
Chicago IL	Partner	26	\$294	\$450	\$684	\$503	\$500	\$528
	Associate	19	\$275	\$305	\$549	\$434	\$356	\$373
Cleveland OH	Partner	23	\$273	\$350	\$440	\$378	\$377	\$377
	Associate	22	\$225	\$271	\$348	\$283	\$254	\$266
Detroit MI	Partner	13	\$275	\$350	\$350	\$323	\$308	\$327
Indianapolis IN	Partner	13	\$269	\$350	\$350	\$329	\$317	\$325
Los Angeles CA	Partner	26	\$295	\$425	\$724	\$518	\$571	\$613
	Associate	14	\$230	\$275	\$335	\$303	\$361	\$390
Miami FL	Partner	16	\$303	\$380	\$380	\$341	\$394	\$340
	Associate	11	\$237	\$255	\$257	\$246	\$235	\$199
New York NY	Partner	69	\$333	\$435	\$615	\$501	\$534	\$529
	Associate	43	\$300	\$310	\$388	\$349	\$347	\$359
Philadelphia PA	Partner	56	\$364	\$415	\$504	\$441	\$441	\$425
	Associate	42	\$275	\$300	\$376	\$322	\$301	\$285
Pittsburgh PA	Partner	14	\$358	\$380	\$406	\$398	\$376	\$332
	Associate	27	\$236	\$319	\$386	\$312	\$269	\$238

Section III: Practice Area Analysis

Bankruptcy and Collections

By Years of Experience and Matter Type

Q3 2018 -- Real Rates for Partners

Trend Analysis (Mean)

Years of Experience	MatterType	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Fewer Than 21 Years	Litigation	82	\$255	\$333	\$503	\$403	\$389	\$343
	Non-Litigation	96	\$283	\$350	\$415	\$376	\$389	\$383
21 or More Years	Litigation	176	\$265	\$385	\$466	\$410	\$391	\$392
	Non-Litigation	167	\$300	\$375	\$444	\$403	\$428	\$443

Q3 2018 -- Real Rates for Associates

Trend Analysis (Mean)

Years of Experience	MatterType	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Fewer Than 3 Years	Non-Litigation	14	\$221	\$232	\$288	\$264	\$258	\$180
3 to Fewer Than 7 Years	Litigation	33	\$185	\$240	\$280	\$256	\$236	\$230
	Non-Litigation	44	\$220	\$290	\$350	\$301	\$298	\$258
7 or More Years	Litigation	70	\$225	\$260	\$313	\$290	\$274	\$274
	Non-Litigation	72	\$235	\$280	\$350	\$306	\$316	\$299

Section III: Practice Area Analysis

Bankruptcy and Collections

By Firm Size and Matter Type

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Firm Size	MatterType	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
50 Lawyers or Fewer	Litigation	Partner	86	\$245	\$285	\$378	\$311	\$303	\$293
		Associate	72	\$215	\$250	\$300	\$252	\$224	\$220
	Non-Litigation	Partner	64	\$250	\$270	\$348	\$293	\$294	\$294
		Associate	32	\$207	\$226	\$257	\$232	\$230	\$227
51-200 Lawyers	Litigation	Partner	84	\$254	\$350	\$433	\$365	\$363	\$338
		Associate	49	\$190	\$240	\$260	\$240	\$252	\$241
	Non-Litigation	Partner	82	\$296	\$360	\$415	\$376	\$368	\$366
		Associate	35	\$208	\$243	\$275	\$248	\$265	\$238
201-500 Lawyers	Litigation	Partner	81	\$340	\$380	\$517	\$438	\$429	\$425
		Associate	45	\$250	\$280	\$340	\$305	\$288	\$298
	Non-Litigation	Partner	90	\$350	\$384	\$475	\$421	\$468	\$442
		Associate	61	\$244	\$290	\$341	\$302	\$324	\$283
501-1,000 Lawyers	Litigation	Partner	26	\$390	\$471	\$661	\$533	\$475	\$547
		Associate	16	\$349	\$460	\$529	\$450	\$331	\$371
	Non-Litigation	Partner	28	\$425	\$450	\$655	\$557	\$594	\$600
		Associate	22	\$350	\$382	\$416	\$397	\$407	\$420
More Than 1,000 Lawyers	Litigation	Partner	25	\$400	\$571	\$904	\$673	\$659	\$590
		Associate	24	\$245	\$294	\$387	\$352	\$319	\$290
	Non-Litigation	Partner	23	\$418	\$425	\$650	\$545	\$608	\$682

Section III: Practice Area Analysis

Commercial

By City

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Atlanta GA	Partner	56	\$411	\$600	\$705	\$580	\$563	\$511
	Associate	53	\$168	\$404	\$534	\$374	\$342	\$351
Austin TX	Partner	22	\$360	\$440	\$733	\$520	\$427	\$444
Baltimore MD	Partner	23	\$450	\$503	\$750	\$569	\$530	\$491
	Associate	24	\$364	\$416	\$560	\$448	\$396	\$352
Birmingham AL	Partner	14	\$338	\$470	\$519	\$427	\$392	\$375
Boston MA	Partner	39	\$410	\$600	\$755	\$612	\$589	\$515
	Associate	34	\$260	\$387	\$519	\$428	\$377	\$405
Buffalo NY	Partner	16	\$275	\$298	\$317	\$295	\$311	\$305
	Associate	12	\$210	\$225	\$254	\$236	\$221	\$221
Charlotte NC	Partner	33	\$490	\$550	\$598	\$583	\$599	\$549
	Associate	30	\$321	\$361	\$394	\$349	\$309	\$291
Chicago IL	Partner	189	\$488	\$632	\$835	\$666	\$655	\$649
	Associate	170	\$305	\$390	\$503	\$420	\$436	\$419
Cincinnati OH	Associate	12	\$230	\$250	\$299	\$262	\$272	\$253
Cleveland OH	Partner	53	\$365	\$436	\$540	\$474	\$450	\$456
	Associate	61	\$229	\$270	\$307	\$278	\$268	\$260
Columbus OH	Partner	11	\$408	\$437	\$453	\$424	\$419	\$425
Dallas TX	Partner	37	\$472	\$695	\$895	\$662	\$595	\$658
	Associate	43	\$313	\$415	\$529	\$428	\$385	\$440
Denver CO	Partner	18	\$346	\$453	\$545	\$463	\$438	\$394
	Associate	12	\$235	\$265	\$345	\$297	\$293	\$238
Houston TX	Partner	30	\$510	\$603	\$731	\$636	\$588	\$583
	Associate	14	\$275	\$339	\$370	\$332	\$322	\$440
Indianapolis IN	Partner	23	\$367	\$497	\$606	\$491	\$427	\$399
	Associate	11	\$258	\$328	\$388	\$320	\$296	\$316
Kansas City MO	Partner	34	\$395	\$453	\$500	\$464	\$460	\$428
	Associate	22	\$254	\$275	\$293	\$271	\$283	\$276
Los Angeles CA	Partner	108	\$520	\$698	\$919	\$710	\$738	\$685
	Associate	139	\$375	\$526	\$676	\$538	\$531	\$499
Miami FL	Partner	33	\$354	\$474	\$659	\$512	\$476	\$443
	Associate	35	\$281	\$314	\$400	\$369	\$319	\$279
Milwaukee WI	Partner	12	\$384	\$400	\$448	\$451	\$467	\$426
Minneapolis MN	Partner	61	\$399	\$527	\$645	\$535	\$525	\$498
	Associate	43	\$288	\$320	\$379	\$353	\$337	\$320
New Orleans LA	Partner	16	\$235	\$275	\$350	\$300	\$304	\$289

Section III: Practice Area Analysis

Commercial

By City

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
New York NY	Partner	259	\$550	\$819	\$1,200	\$916	\$953	\$838
	Associate	271	\$380	\$580	\$815	\$629	\$631	\$584
Orlando FL	Partner	11	\$428	\$453	\$495	\$495	\$499	\$454
	Associate	13	\$261	\$281	\$315	\$285	\$284	\$274
Philadelphia PA	Partner	158	\$470	\$585	\$720	\$598	\$611	\$591
	Associate	133	\$290	\$340	\$451	\$388	\$368	\$354
Pittsburgh PA	Partner	27	\$335	\$422	\$591	\$460	\$445	\$400
	Associate	31	\$246	\$316	\$381	\$318	\$287	\$271
Portland OR	Partner	24	\$352	\$436	\$515	\$446	\$426	\$391
	Associate	58	\$312	\$348	\$387	\$352	\$302	\$274
Salt Lake City UT	Partner	13	\$295	\$399	\$474	\$388	\$377	\$383
San Diego CA	Partner	13	\$250	\$335	\$608	\$450	\$586	\$524
	Associate	13	\$268	\$300	\$498	\$370	\$372	\$321
San Francisco CA	Partner	54	\$460	\$765	\$943	\$754	\$729	\$624
	Associate	30	\$297	\$436	\$620	\$470	\$490	\$470
San Jose CA	Partner	15	\$480	\$768	\$843	\$656	\$727	\$706
Seattle WA	Partner	59	\$383	\$513	\$668	\$513	\$457	\$445
	Associate	39	\$270	\$355	\$441	\$365	\$308	\$295
Washington DC	Partner	258	\$613	\$750	\$920	\$784	\$787	\$747
	Associate	158	\$375	\$461	\$591	\$512	\$495	\$480

Section III: Practice Area Analysis

Commercial

By Years of Experience and Matter Type

Q3 2018 -- Real Rates for Partners

Trend Analysis (Mean)

Years of Experience	MatterType	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Fewer Than 21 Years	Litigation	308	\$361	\$510	\$738	\$575	\$541	\$498
	Non-Litigation	245	\$407	\$564	\$789	\$663	\$639	\$552
21 or More Years	Litigation	562	\$449	\$600	\$780	\$634	\$639	\$588
	Non-Litigation	399	\$489	\$637	\$842	\$717	\$687	\$645

Q3 2018 -- Real Rates for Associates

Trend Analysis (Mean)

Years of Experience	MatterType	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Fewer Than 3 Years	Litigation	76	\$229	\$285	\$346	\$306	\$341	\$343
	Non-Litigation	45	\$275	\$340	\$425	\$378	\$390	\$305
3 to Fewer Than 7 Years	Litigation	193	\$275	\$342	\$482	\$400	\$376	\$341
	Non-Litigation	125	\$314	\$388	\$545	\$474	\$460	\$372
7 or More Years	Litigation	241	\$273	\$370	\$510	\$421	\$434	\$404
	Non-Litigation	159	\$334	\$410	\$533	\$487	\$531	\$457

Section III: Practice Area Analysis

Commercial

By Firm Size and Matter Type

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Firm Size	MatterType	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
50 Lawyers or Fewer	Litigation	Partner	163	\$275	\$360	\$517	\$412	\$373	\$340
		Associate	120	\$240	\$296	\$375	\$318	\$269	\$253
	Non-Litigation	Partner	120	\$258	\$360	\$488	\$392	\$390	\$364
		Associate	68	\$185	\$250	\$298	\$260	\$258	\$257
51-200 Lawyers	Litigation	Partner	207	\$299	\$406	\$579	\$453	\$445	\$430
		Associate	155	\$216	\$260	\$323	\$290	\$278	\$279
	Non-Litigation	Partner	106	\$352	\$444	\$535	\$457	\$450	\$416
		Associate	54	\$255	\$277	\$324	\$288	\$287	\$271
201-500 Lawyers	Litigation	Partner	245	\$411	\$533	\$654	\$558	\$535	\$538
		Associate	167	\$272	\$333	\$416	\$372	\$358	\$350
	Non-Litigation	Partner	175	\$455	\$586	\$704	\$629	\$631	\$583
		Associate	121	\$277	\$345	\$434	\$393	\$426	\$388
501-1,000 Lawyers	Litigation	Partner	275	\$556	\$684	\$881	\$752	\$819	\$703
		Associate	273	\$325	\$409	\$551	\$455	\$470	\$441
	Non-Litigation	Partner	275	\$553	\$675	\$971	\$840	\$826	\$720
		Associate	273	\$359	\$442	\$664	\$557	\$539	\$471

Section III: Practice Area Analysis

Corporate - Mergers, Acquisitions, and Divestitures

By City

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Atlanta GA	Partner	13	\$576	\$687	\$795	\$660	\$651	\$704
Boston MA	Associate	15	\$373	\$454	\$473	\$417	\$474	\$442
Chicago IL	Partner	97	\$746	\$830	\$949	\$852	\$803	\$775
	Associate	99	\$413	\$513	\$634	\$528	\$496	\$486
Cleveland OH	Partner	29	\$475	\$568	\$750	\$620	\$589	\$572
	Associate	26	\$271	\$318	\$379	\$332	\$315	\$318
Houston TX	Partner	11	\$588	\$775	\$1,239	\$881	\$973	\$691
Los Angeles CA	Partner	28	\$680	\$824	\$1,275	\$927	\$930	\$902
	Associate	39	\$519	\$795	\$1,017	\$778	\$651	\$590
New York NY	Partner	249	\$979	\$1,184	\$1,350	\$1,147	\$1,060	\$1,039
	Associate	384	\$491	\$654	\$815	\$640	\$569	\$562
Philadelphia PA	Partner	49	\$551	\$701	\$854	\$724	\$691	\$678
	Associate	62	\$325	\$338	\$441	\$389	\$363	\$376
San Francisco CA	Partner	15	\$805	\$900	\$1,198	\$987	\$890	\$905
San Jose CA	Associate	11	\$535	\$626	\$730	\$634	\$624	\$635
Seattle WA	Partner	38	\$613	\$671	\$779	\$687	\$503	\$497
Washington DC	Partner	111	\$703	\$894	\$1,020	\$895	\$803	\$818
	Associate	71	\$443	\$573	\$655	\$564	\$473	\$489

Section III: Practice Area Analysis

Corporate - Mergers, Acquisitions, and Divestitures

By Years of Experience and Matter Type

Q3 2018 -- Real Rates for Partners

Trend Analysis (Mean)

Years of Experience	MatterType	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Fewer Than 21 Years	Non-Litigation	200	\$661	\$798	\$1,133	\$852	\$736	\$763
21 or More Years	Litigation	11	\$436	\$590	\$671	\$576	\$651	\$596
	Non-Litigation	354	\$730	\$896	\$1,144	\$931	\$869	\$854

Q3 2018 -- Real Rates for Associates

Trend Analysis (Mean)

Years of Experience	MatterType	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Fewer Than 3 Years	Non-Litigation	63	\$329	\$417	\$588	\$446	\$366	\$374
3 to Fewer Than 7 Years	Non-Litigation	110	\$385	\$515	\$811	\$575	\$480	\$484
7 or More Years	Non-Litigation	134	\$476	\$634	\$776	\$643	\$612	\$600

Section III: Practice Area Analysis

Corporate - Mergers, Acquisitions, and Divestitures

By Firm Size and Matter Type

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Firm Size	MatterType	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
50 Lawyers or Fewer	Non-Litigation	Partner	36	\$424	\$513	\$595	\$530	\$491	\$515
		Associate	16	\$235	\$270	\$338	\$301	\$324	\$349
51-200 Lawyers	Non-Litigation	Partner	48	\$433	\$504	\$771	\$586	\$573	\$568
		Associate	36	\$260	\$289	\$356	\$320	\$306	\$285
201-500 Lawyers	Non-Litigation	Partner	89	\$578	\$729	\$828	\$712	\$631	\$595
		Associate	65	\$325	\$413	\$502	\$432	\$398	\$388
501-1,000 Lawyers	Non-Litigation	Partner	248	\$750	\$979	\$1,201	\$982	\$932	\$908
		Associate	380	\$420	\$588	\$777	\$578	\$504	\$508
More Than 1,000 Lawyers	Non-Litigation	Partner	298	\$807	\$925	\$1,249	\$1,021	\$911	\$874
		Associate	314	\$453	\$595	\$760	\$629	\$568	\$546

Section III: Practice Area Analysis

Corporate - Regulatory and Compliance

By City

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Atlanta GA	Partner	29	\$468	\$636	\$806	\$663	\$653	\$575
	Associate	13	\$434	\$554	\$592	\$507	\$290	\$335
Baltimore MD	Partner	32	\$520	\$659	\$760	\$638	\$634	\$549
	Associate	29	\$350	\$433	\$523	\$439	\$429	\$385
Boston MA	Partner	34	\$454	\$668	\$889	\$696	\$637	\$699
	Associate	37	\$266	\$330	\$459	\$407	\$413	\$405
Charlotte NC	Partner	15	\$541	\$573	\$634	\$618	\$708	\$690
Chicago IL	Partner	87	\$585	\$746	\$900	\$751	\$759	\$749
	Associate	74	\$330	\$468	\$639	\$499	\$470	\$475
Dallas TX	Partner	17	\$561	\$643	\$717	\$649	\$668	\$558
	Associate	18	\$343	\$489	\$541	\$471	\$443	\$375
Denver CO	Partner	14	\$399	\$510	\$546	\$480	\$463	\$468
Indianapolis IN	Partner	21	\$360	\$375	\$403	\$378	\$401	\$403
Jackson MS	Partner	14	\$294	\$405	\$454	\$389	\$371	\$348
Kansas City MO	Partner	14	\$389	\$435	\$523	\$466	\$465	\$456
Los Angeles CA	Partner	59	\$680	\$899	\$995	\$823	\$787	\$735
	Associate	105	\$480	\$598	\$700	\$587	\$554	\$504
Miami FL	Partner	24	\$506	\$570	\$699	\$609	\$565	\$509
	Associate	14	\$352	\$378	\$478	\$423	\$387	\$320
Minneapolis MN	Partner	16	\$395	\$450	\$530	\$473	\$519	\$487
Nashville TN	Partner	28	\$364	\$449	\$517	\$440	\$416	\$416
	Associate	24	\$215	\$237	\$270	\$242	\$238	\$241
New York NY	Partner	224	\$798	\$1,060	\$1,201	\$1,003	\$929	\$915
	Associate	373	\$491	\$590	\$784	\$624	\$590	\$565
Philadelphia PA	Partner	90	\$592	\$655	\$790	\$677	\$692	\$658
	Associate	100	\$263	\$365	\$460	\$369	\$380	\$346
Pittsburgh PA	Partner	20	\$396	\$553	\$685	\$530	\$530	\$523
	Associate	29	\$296	\$369	\$429	\$375	\$326	\$341
Portland OR	Partner	15	\$504	\$556	\$576	\$533	\$520	\$468
	Associate	42	\$337	\$364	\$406	\$371	\$316	\$280
Richmond VA	Partner	16	\$315	\$344	\$400	\$383	\$390	\$443
	Associate	15	\$270	\$337	\$395	\$340	\$318	\$312
San Francisco CA	Partner	49	\$550	\$739	\$889	\$724	\$661	\$659
	Associate	39	\$375	\$475	\$622	\$485	\$496	\$436
San Juan PR	Partner	14	\$201	\$228	\$253	\$237	\$225	\$216

Section III: Practice Area Analysis

Corporate - Regulatory and Compliance

By City

Q3 2018 -- Real Rates for Partners and Associates

						Trend Analysis (Mean)		
City	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Seattle WA	Partner	42	\$496	\$584	\$679	\$589	\$500	\$474
	Associate	15	\$311	\$346	\$390	\$352	\$317	\$298
Washington DC	Partner	450	\$630	\$785	\$950	\$809	\$770	\$741
	Associate	332	\$410	\$523	\$640	\$533	\$494	\$484

Section III: Practice Area Analysis

Corporate - Regulatory and Compliance

By Years of Experience and Matter Type

Q3 2018 -- Real Rates for Partners

Trend Analysis (Mean)

Years of Experience	MatterType	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Fewer Than 21 Years	Litigation	124	\$528	\$728	\$880	\$713	\$676	\$628
	Non-Litigation	294	\$420	\$640	\$830	\$664	\$632	\$608
21 or More Years	Litigation	240	\$566	\$798	\$1,001	\$797	\$755	\$696
	Non-Litigation	599	\$500	\$674	\$915	\$721	\$697	\$692

Q3 2018 -- Real Rates for Associates

Trend Analysis (Mean)

Years of Experience	MatterType	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Fewer Than 3 Years	Litigation	32	\$367	\$408	\$501	\$436	\$416	\$385
	Non-Litigation	91	\$324	\$450	\$538	\$442	\$358	\$288
3 to Fewer Than 7 Years	Litigation	94	\$368	\$505	\$611	\$505	\$440	\$413
	Non-Litigation	184	\$341	\$455	\$653	\$494	\$434	\$394
7 or More Years	Litigation	121	\$424	\$538	\$763	\$573	\$540	\$503
	Non-Litigation	174	\$349	\$519	\$728	\$547	\$521	\$503

Section III: Practice Area Analysis

Corporate - Regulatory and Compliance

By Firm Size and Matter Type

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Firm Size	MatterType	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
50 Lawyers or Fewer	Litigation	Partner	39	\$313	\$455	\$546	\$459	\$427	\$421
		Associate	33	\$238	\$300	\$385	\$342	\$334	\$285
	Non-Litigation	Partner	166	\$371	\$490	\$566	\$478	\$456	\$431
		Associate	78	\$241	\$266	\$325	\$287	\$290	\$281
51-200 Lawyers	Litigation	Partner	55	\$347	\$515	\$771	\$562	\$536	\$539
		Associate	36	\$250	\$357	\$471	\$369	\$355	\$320
	Non-Litigation	Partner	147	\$344	\$424	\$575	\$491	\$507	\$483
		Associate	91	\$223	\$260	\$370	\$303	\$312	\$278
201-500 Lawyers	Litigation	Partner	70	\$421	\$652	\$747	\$648	\$677	\$651
		Associate	52	\$362	\$470	\$621	\$496	\$470	\$461
	Non-Litigation	Partner	203	\$448	\$588	\$707	\$609	\$596	\$602
		Associate	118	\$276	\$350	\$435	\$388	\$371	\$377
501-1,000 Lawyers	Litigation	Partner	149	\$694	\$880	\$1,118	\$908	\$877	\$795
		Associate	199	\$390	\$513	\$698	\$544	\$513	\$505
	Non-Litigation	Partner	352	\$654	\$825	\$1,100	\$871	\$816	\$795
		Associate	432	\$458	\$560	\$722	\$584	\$509	\$488
More Than 1,000 Lawyers	Litigation	Partner	145	\$714	\$852	\$1,001	\$857	\$808	\$781
		Associate	175	\$426	\$518	\$630	\$534	\$516	\$490
	Non-Litigation	Partner	220	\$733	\$875	\$1,018	\$894	\$854	\$833
		Associate	229	\$437	\$560	\$686	\$562	\$541	\$533

Section III: Practice Area Analysis

Corporate - Other

By City

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Atlanta GA	Partner	136	\$424	\$618	\$737	\$608	\$579	\$568
	Associate	121	\$328	\$400	\$518	\$413	\$360	\$355
Austin TX	Partner	17	\$356	\$394	\$483	\$453	\$408	\$470
	Associate	15	\$270	\$303	\$356	\$336	\$315	\$315
Baltimore MD	Partner	37	\$526	\$591	\$788	\$666	\$658	\$587
	Associate	58	\$330	\$392	\$553	\$441	\$431	\$380
Birmingham AL	Partner	34	\$327	\$368	\$461	\$402	\$363	\$326
	Associate	41	\$205	\$257	\$345	\$273	\$245	\$219
Boston MA	Partner	84	\$480	\$640	\$732	\$646	\$652	\$624
	Associate	92	\$275	\$375	\$480	\$383	\$392	\$392
Charlotte NC	Partner	14	\$426	\$475	\$775	\$563	\$563	\$572
	Associate	21	\$300	\$311	\$375	\$346	\$411	\$343
Chicago IL	Partner	339	\$633	\$753	\$883	\$767	\$726	\$737
	Associate	351	\$404	\$490	\$606	\$495	\$455	\$464
Cincinnati OH	Partner	11	\$397	\$425	\$478	\$431	\$398	\$442
Cleveland OH	Partner	74	\$425	\$525	\$769	\$578	\$516	\$503
	Associate	72	\$250	\$317	\$375	\$325	\$291	\$273
Columbus OH	Partner	15	\$434	\$491	\$563	\$532	\$481	\$420
Dallas TX	Partner	52	\$420	\$639	\$816	\$620	\$555	\$649
	Associate	64	\$308	\$455	\$594	\$451	\$387	\$427
Denver CO	Partner	21	\$410	\$494	\$575	\$504	\$464	\$470
	Associate	15	\$275	\$308	\$360	\$319	\$302	\$332
Detroit MI	Partner	18	\$204	\$375	\$463	\$369	\$382	\$337
	Associate	14	\$260	\$285	\$367	\$309	\$268	\$256
Hartford CT	Partner	30	\$390	\$475	\$630	\$502	\$486	\$439
	Associate	14	\$245	\$267	\$305	\$265	\$292	\$283
Houston TX	Partner	35	\$428	\$525	\$689	\$572	\$612	\$684
	Associate	17	\$295	\$350	\$391	\$374	\$378	\$406
Indianapolis IN	Partner	14	\$335	\$428	\$474	\$421	\$391	\$395
Jackson MS	Partner	11	\$285	\$375	\$527	\$387	\$364	\$363
	Associate	12	\$55	\$170	\$206	\$149	\$170	\$157
Kansas City MO	Partner	27	\$390	\$431	\$514	\$461	\$482	\$484
	Associate	33	\$235	\$264	\$275	\$271	\$263	\$280
Las Vegas NV	Partner	14	\$395	\$495	\$553	\$444	\$409	\$405
Los Angeles CA	Partner	232	\$545	\$770	\$965	\$769	\$727	\$758
	Associate	231	\$410	\$515	\$685	\$559	\$534	\$520

Section III: Practice Area Analysis

Corporate - Other

By City

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Miami FL	Partner	44	\$395	\$488	\$636	\$534	\$486	\$522
	Associate	27	\$296	\$350	\$430	\$383	\$318	\$365
Milwaukee WI	Partner	29	\$236	\$398	\$560	\$431	\$373	\$401
	Associate	21	\$244	\$284	\$330	\$297	\$275	\$234
Minneapolis MN	Partner	31	\$462	\$550	\$681	\$555	\$481	\$437
	Associate	37	\$200	\$275	\$440	\$315	\$285	\$258
Nashville TN	Partner	17	\$365	\$450	\$525	\$450	\$415	\$368
	Associate	12	\$230	\$235	\$250	\$238	\$247	\$225
New Orleans LA	Partner	24	\$290	\$334	\$392	\$334	\$286	\$333
	Associate	13	\$170	\$216	\$236	\$227	\$243	\$247
New York NY	Partner	597	\$670	\$942	\$1,211	\$932	\$874	\$849
	Associate	730	\$439	\$617	\$795	\$616	\$578	\$547
Orlando FL	Partner	29	\$411	\$450	\$489	\$461	\$465	\$471
	Associate	22	\$256	\$278	\$319	\$286	\$296	\$289
Philadelphia PA	Partner	235	\$540	\$695	\$830	\$682	\$648	\$636
	Associate	249	\$325	\$395	\$475	\$410	\$395	\$338
Phoenix AZ	Partner	27	\$314	\$380	\$446	\$383	\$398	\$390
	Associate	23	\$225	\$268	\$300	\$281	\$295	\$185
Pittsburgh PA	Partner	25	\$300	\$404	\$585	\$445	\$484	\$489
	Associate	39	\$230	\$305	\$373	\$313	\$311	\$297
Portland ME	Partner	23	\$205	\$310	\$474	\$332	\$304	\$320
Portland OR	Partner	20	\$405	\$498	\$577	\$502	\$471	\$437
	Associate	12	\$354	\$365	\$400	\$376	\$299	\$288
Raleigh NC	Partner	15	\$396	\$456	\$470	\$439	\$463	\$419
Richmond VA	Partner	26	\$538	\$632	\$792	\$654	\$615	\$643
	Associate	24	\$303	\$363	\$503	\$405	\$360	\$372
Sacramento CA	Partner	11	\$361	\$395	\$490	\$443	\$470	\$467
San Diego CA	Partner	34	\$331	\$380	\$865	\$527	\$521	\$523
	Associate	34	\$195	\$195	\$276	\$266	\$253	\$267
San Francisco CA	Partner	86	\$632	\$785	\$989	\$793	\$721	\$723
	Associate	61	\$430	\$518	\$632	\$535	\$472	\$475
San Jose CA	Partner	31	\$595	\$760	\$910	\$769	\$822	\$788
	Associate	26	\$455	\$500	\$612	\$499	\$499	\$446
Seattle WA	Partner	53	\$435	\$528	\$723	\$578	\$502	\$458
	Associate	28	\$365	\$400	\$460	\$404	\$368	\$337

Section III: Practice Area Analysis

Corporate - Other

By City

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
St. Louis MO	Partner	33	\$344	\$428	\$506	\$423	\$402	\$391
Tampa FL	Partner	19	\$375	\$395	\$482	\$431	\$397	\$387
Washington DC	Partner	563	\$675	\$795	\$909	\$801	\$772	\$760
	Associate	470	\$420	\$500	\$605	\$517	\$492	\$493

Section III: Practice Area Analysis

Corporate - Other

By Years of Experience and Matter Type

Q3 2018 -- Real Rates for Partners

Trend Analysis (Mean)

Years of Experience	MatterType	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Fewer Than 21 Years	Litigation	409	\$365	\$579	\$751	\$581	\$517	\$507
	Non-Litigation	576	\$482	\$695	\$850	\$703	\$667	\$648
21 or More Years	Litigation	809	\$425	\$630	\$825	\$644	\$596	\$599
	Non-Litigation	1073	\$524	\$760	\$964	\$780	\$764	\$752

Q3 2018 -- Real Rates for Associates

Trend Analysis (Mean)

Years of Experience	MatterType	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Fewer Than 3 Years	Litigation	63	\$263	\$340	\$450	\$357	\$354	\$292
	Non-Litigation	112	\$308	\$390	\$483	\$421	\$385	\$360
3 to Fewer Than 7 Years	Litigation	209	\$290	\$392	\$513	\$413	\$373	\$322
	Non-Litigation	282	\$335	\$450	\$620	\$488	\$453	\$438
7 or More Years	Litigation	303	\$300	\$450	\$580	\$455	\$415	\$409
	Non-Litigation	367	\$384	\$591	\$776	\$599	\$570	\$542

Section III: Practice Area Analysis

Corporate - Other

By Firm Size and Matter Type

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Firm Size	MatterType	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
50 Lawyers or Fewer	Litigation	Partner	178	\$213	\$325	\$425	\$354	\$330	\$324
		Associate	137	\$170	\$250	\$310	\$269	\$238	\$215
	Non-Litigation	Partner	188	\$300	\$390	\$501	\$407	\$409	\$403
		Associate	142	\$209	\$262	\$340	\$283	\$297	\$285
51-200 Lawyers	Litigation	Partner	217	\$305	\$407	\$596	\$476	\$432	\$431
		Associate	162	\$235	\$295	\$386	\$326	\$298	\$248
	Non-Litigation	Partner	246	\$375	\$527	\$722	\$564	\$562	\$551
		Associate	151	\$255	\$300	\$406	\$351	\$369	\$341
201-500 Lawyers	Litigation	Partner	354	\$406	\$525	\$750	\$580	\$538	\$528
		Associate	233	\$276	\$335	\$460	\$384	\$359	\$355
	Non-Litigation	Partner	479	\$450	\$592	\$760	\$628	\$621	\$618
		Associate	389	\$319	\$390	\$518	\$425	\$412	\$415
501-1,000 Lawyers	Litigation	Partner	364	\$550	\$701	\$890	\$740	\$682	\$674
		Associate	435	\$361	\$465	\$571	\$480	\$441	\$431
	Non-Litigation	Partner	534	\$660	\$840	\$1,144	\$886	\$846	\$822
		Associate	583	\$405	\$540	\$737	\$568	\$537	\$513
More Than 1,000 Lawyers	Litigation	Partner	354	\$695	\$795	\$911	\$821	\$770	\$769
		Associate	359	\$395	\$475	\$614	\$512	\$477	\$472
	Non-Litigation	Partner	613	\$771	\$895	\$1,060	\$931	\$871	\$867
		Associate	667	\$448	\$574	\$691	\$590	\$548	\$540

Section III: Practice Area Analysis

Employment and Labor

By City

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Atlanta GA	Partner	93	\$370	\$425	\$549	\$474	\$454	\$438
	Associate	54	\$275	\$290	\$333	\$322	\$310	\$298
Baltimore MD	Partner	25	\$392	\$540	\$634	\$536	\$495	\$481
	Associate	32	\$349	\$425	\$536	\$446	\$417	\$388
Birmingham AL	Partner	18	\$279	\$365	\$400	\$328	\$320	\$321
	Associate	14	\$240	\$293	\$300	\$271	\$261	\$258
Boston MA	Partner	48	\$400	\$575	\$674	\$577	\$522	\$527
	Associate	30	\$321	\$368	\$480	\$419	\$462	\$436
Buffalo NY	Partner	12	\$320	\$330	\$330	\$326	\$321	\$314
Charlotte NC	Partner	11	\$368	\$483	\$550	\$467	\$487	\$481
	Associate	16	\$281	\$320	\$329	\$318	\$352	\$303
Chicago IL	Partner	150	\$522	\$610	\$754	\$659	\$609	\$580
	Associate	136	\$305	\$380	\$459	\$405	\$392	\$378
Cincinnati OH	Partner	13	\$360	\$460	\$523	\$458	\$420	\$409
	Associate	13	\$225	\$228	\$271	\$245	\$246	\$225
Cleveland OH	Partner	47	\$375	\$415	\$500	\$464	\$456	\$438
	Associate	52	\$265	\$294	\$328	\$319	\$303	\$290
Columbus OH	Partner	12	\$440	\$515	\$588	\$514	\$495	\$458
Dallas TX	Partner	38	\$389	\$500	\$635	\$517	\$513	\$469
	Associate	35	\$285	\$330	\$401	\$363	\$371	\$331
Denver CO	Partner	29	\$401	\$477	\$555	\$475	\$475	\$442
	Associate	22	\$285	\$315	\$353	\$312	\$301	\$285
Greenville SC	Partner	19	\$370	\$423	\$450	\$419	\$432	\$433
Houston TX	Partner	25	\$410	\$468	\$619	\$524	\$473	\$454
	Associate	13	\$239	\$290	\$349	\$299	\$338	\$323
Indianapolis IN	Partner	11	\$360	\$408	\$480	\$413	\$382	\$394
	Associate	11	\$250	\$294	\$357	\$307	\$293	\$229
Kansas City MO	Partner	17	\$316	\$351	\$398	\$354	\$364	\$359
	Associate	13	\$238	\$250	\$310	\$269	\$257	\$278
Los Angeles CA	Partner	146	\$456	\$550	\$716	\$607	\$593	\$539
	Associate	153	\$345	\$436	\$540	\$459	\$465	\$402
Louisville KY	Partner	12	\$324	\$350	\$417	\$364	\$388	\$405
Memphis TN	Partner	11	\$375	\$400	\$400	\$391	\$378	\$358
Miami FL	Partner	27	\$325	\$445	\$555	\$457	\$438	\$417
	Associate	13	\$304	\$340	\$489	\$388	\$352	\$319
Milwaukee WI	Partner	14	\$345	\$460	\$505	\$441	\$422	\$402

Section III: Practice Area Analysis

Employment and Labor

By City

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Minneapolis MN	Partner	20	\$415	\$484	\$634	\$514	\$459	\$452
	Associate	15	\$245	\$306	\$361	\$317	\$304	\$278
Nashville TN	Partner	32	\$342	\$405	\$446	\$396	\$397	\$392
	Associate	26	\$225	\$254	\$292	\$258	\$250	\$238
New York NY	Partner	363	\$450	\$620	\$830	\$682	\$682	\$668
	Associate	338	\$309	\$400	\$595	\$473	\$468	\$470
Philadelphia PA	Partner	116	\$529	\$650	\$775	\$660	\$627	\$592
	Associate	151	\$330	\$401	\$475	\$414	\$397	\$378
Phoenix AZ	Partner	16	\$410	\$445	\$493	\$445	\$445	\$400
Pittsburgh PA	Partner	27	\$413	\$520	\$557	\$495	\$495	\$471
	Associate	33	\$289	\$317	\$352	\$318	\$311	\$316
Richmond VA	Associate	13	\$336	\$400	\$420	\$377	\$380	\$339
Sacramento CA	Partner	11	\$350	\$390	\$455	\$447	\$393	\$407
San Diego CA	Partner	24	\$370	\$378	\$488	\$467	\$437	\$391
	Associate	22	\$245	\$288	\$312	\$300	\$327	\$302
San Francisco CA	Partner	82	\$437	\$510	\$655	\$561	\$530	\$532
	Associate	76	\$262	\$323	\$403	\$352	\$355	\$334
San Jose CA	Partner	20	\$523	\$677	\$839	\$704	\$659	\$627
San Juan PR	Associate	11	\$150	\$153	\$165	\$154	\$152	\$141
Seattle WA	Partner	58	\$413	\$524	\$610	\$516	\$493	\$427
	Associate	26	\$255	\$325	\$410	\$349	\$300	\$273
St. Louis MO	Partner	14	\$303	\$385	\$435	\$384	\$425	\$405
	Associate	12	\$254	\$280	\$304	\$284	\$260	\$258
Tampa FL	Partner	16	\$275	\$275	\$383	\$319	\$316	\$340
Trenton NJ	Partner	11	\$485	\$535	\$638	\$522	\$540	\$525
Washington DC	Partner	191	\$588	\$735	\$875	\$730	\$719	\$668
	Associate	154	\$397	\$494	\$625	\$508	\$483	\$452

Section III: Practice Area Analysis

Employment and Labor

By Years of Experience and Matter Type

Q3 2018 -- Real Rates for Partners

Trend Analysis (Mean)

Years of Experience	MatterType	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Fewer Than 21 Years	Litigation	293	\$358	\$443	\$599	\$499	\$487	\$454
	Non-Litigation	361	\$375	\$450	\$619	\$510	\$496	\$475
21 or More Years	Litigation	530	\$422	\$550	\$713	\$601	\$572	\$523
	Non-Litigation	634	\$425	\$540	\$720	\$598	\$567	\$553

Q3 2018 -- Real Rates for Associates

Trend Analysis (Mean)

Years of Experience	MatterType	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Fewer Than 3 Years	Litigation	42	\$255	\$280	\$378	\$322	\$327	\$299
	Non-Litigation	45	\$270	\$304	\$361	\$318	\$315	\$326
3 to Fewer Than 7 Years	Litigation	143	\$274	\$343	\$450	\$385	\$362	\$358
	Non-Litigation	150	\$276	\$328	\$413	\$361	\$338	\$316
7 or More Years	Litigation	274	\$300	\$385	\$515	\$432	\$438	\$390
	Non-Litigation	245	\$300	\$372	\$507	\$417	\$399	\$396

Section III: Practice Area Analysis

Employment and Labor

By Firm Size and Matter Type

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Firm Size	MatterType	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
50 Lawyers or Fewer	Litigation	Partner	105	\$275	\$350	\$432	\$379	\$376	\$344
		Associate	83	\$250	\$295	\$335	\$303	\$288	\$253
	Non-Litigation	Partner	113	\$325	\$395	\$499	\$420	\$401	\$397
		Associate	69	\$225	\$270	\$325	\$283	\$256	\$257
51-200 Lawyers	Litigation	Partner	114	\$326	\$400	\$503	\$434	\$445	\$387
		Associate	96	\$234	\$287	\$340	\$295	\$294	\$258
	Non-Litigation	Partner	161	\$360	\$442	\$622	\$498	\$479	\$465
		Associate	110	\$234	\$280	\$340	\$320	\$321	\$301
201-500 Lawyers	Litigation	Partner	241	\$383	\$500	\$695	\$542	\$519	\$488
		Associate	220	\$289	\$332	\$474	\$405	\$395	\$350
	Non-Litigation	Partner	277	\$378	\$450	\$520	\$475	\$463	\$442
		Associate	159	\$272	\$305	\$365	\$333	\$314	\$297
501-1,000 Lawyers	Litigation	Partner	360	\$430	\$538	\$707	\$609	\$570	\$512
		Associate	342	\$285	\$372	\$545	\$432	\$416	\$377
	Non-Litigation	Partner	383	\$445	\$528	\$662	\$587	\$572	\$553
		Associate	280	\$300	\$350	\$450	\$393	\$391	\$377
More Than 1,000 Lawyers	Litigation	Partner	178	\$594	\$714	\$881	\$756	\$724	\$686
		Associate	209	\$375	\$475	\$565	\$480	\$474	\$446
	Non-Litigation	Partner	232	\$615	\$744	\$890	\$768	\$720	\$693
		Associate	250	\$351	\$420	\$536	\$459	\$436	\$420

Section III: Practice Area Analysis

Environmental

By City

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Chicago IL	Partner	30	\$255	\$353	\$581	\$422	\$544	\$472
Los Angeles CA	Partner	20	\$245	\$450	\$459	\$420	\$489	\$507
	Associate	16	\$175	\$250	\$321	\$274	\$258	\$284
New York NY	Partner	42	\$330	\$675	\$1,350	\$780	\$556	\$546
	Associate	34	\$304	\$535	\$750	\$548	\$304	\$346
Philadelphia PA	Partner	24	\$383	\$500	\$590	\$490	\$512	\$509
	Associate	20	\$182	\$225	\$300	\$252	\$276	\$291
San Francisco CA	Partner	11	\$541	\$645	\$748	\$646	\$601	\$555
Washington DC	Partner	37	\$619	\$700	\$912	\$760	\$746	\$730
	Associate	36	\$380	\$515	\$580	\$505	\$476	\$447

Section III: Practice Area Analysis

Environmental

By Years of Experience and Matter Type

Q3 2018 -- Real Rates for Partners

Trend Analysis (Mean)

Years of Experience	MatterType	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Fewer Than 21 Years	Litigation	31	\$255	\$305	\$468	\$369	\$362	\$371
	Non-Litigation	27	\$340	\$455	\$774	\$597	\$487	\$506
21 or More Years	Litigation	76	\$255	\$470	\$589	\$459	\$456	\$451
	Non-Litigation	128	\$459	\$575	\$793	\$671	\$607	\$597

Q3 2018 -- Real Rates for Associates

Trend Analysis (Mean)

Years of Experience	MatterType	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
3 to Fewer Than 7 Years	Non-Litigation	21	\$255	\$435	\$510	\$420	\$329	\$314
7 or More Years	Litigation	29	\$182	\$185	\$243	\$239	\$259	\$269
	Non-Litigation	24	\$315	\$425	\$594	\$472	\$445	\$409

Section III: Practice Area Analysis

Environmental

By Firm Size and Matter Type

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Firm Size	MatterType	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
50 Lawyers or Fewer	Litigation	Partner	45	\$215	\$245	\$255	\$249	\$285	\$300
	Non-Litigation	Partner	21	\$325	\$380	\$438	\$433	\$397	\$373
51-200 Lawyers	Litigation	Partner	32	\$365	\$480	\$565	\$455	\$436	\$462
		Associate	23	\$265	\$330	\$390	\$333	\$309	\$312
	Non-Litigation	Partner	37	\$390	\$455	\$543	\$483	\$455	\$505
		Associate	13	\$263	\$294	\$373	\$313	\$277	\$296
201-500 Lawyers	Litigation	Partner	16	\$450	\$475	\$535	\$486	\$485	\$462
	Non-Litigation	Partner	43	\$450	\$490	\$585	\$515	\$524	\$523
		Associate	26	\$265	\$305	\$348	\$316	\$313	\$320
501-1,000 Lawyers	Litigation	Partner	25	\$475	\$605	\$700	\$585	\$540	\$538
		Associate	13	\$350	\$380	\$515	\$410	\$424	\$399
	Non-Litigation	Partner	39	\$525	\$590	\$650	\$605	\$605	\$626
		Associate	31	\$353	\$429	\$518	\$433	\$401	\$371
More Than 1,000 Lawyers	Non-Litigation	Partner	46	\$810	\$1,015	\$1,400	\$1,064	\$838	\$778
		Associate	55	\$505	\$580	\$750	\$610	\$530	\$465

Section III: Practice Area Analysis

Finance and Securities

By City

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Atlanta GA	Partner	50	\$578	\$749	\$894	\$752	\$699	\$710
	Associate	62	\$397	\$464	\$540	\$471	\$444	\$450
Baltimore MD	Partner	29	\$520	\$622	\$750	\$655	\$595	\$521
	Associate	24	\$290	\$360	\$595	\$425	\$369	\$394
Boston MA	Partner	112	\$789	\$956	\$1,105	\$943	\$950	\$950
	Associate	188	\$450	\$590	\$734	\$593	\$614	\$577
Charlotte NC	Partner	35	\$525	\$692	\$830	\$698	\$705	\$676
	Associate	24	\$320	\$481	\$655	\$499	\$446	\$463
Chicago IL	Partner	297	\$709	\$874	\$1,075	\$913	\$895	\$832
	Associate	313	\$408	\$505	\$674	\$552	\$546	\$519
Cleveland OH	Partner	73	\$408	\$455	\$592	\$517	\$499	\$449
	Associate	49	\$255	\$286	\$375	\$321	\$309	\$296
Columbus OH	Partner	15	\$350	\$415	\$475	\$403	\$414	\$415
Dallas TX	Partner	74	\$630	\$815	\$1,026	\$829	\$829	\$770
	Associate	137	\$435	\$575	\$700	\$574	\$523	\$477
Denver CO	Partner	16	\$378	\$470	\$500	\$502	\$545	\$475
	Associate	12	\$259	\$283	\$312	\$292	\$324	\$343
Detroit MI	Partner	33	\$360	\$385	\$440	\$405	\$405	\$382
Houston TX	Partner	61	\$760	\$945	\$1,118	\$945	\$905	\$833
	Associate	41	\$350	\$478	\$641	\$500	\$500	\$481
Indianapolis IN	Partner	22	\$428	\$478	\$535	\$489	\$498	\$452
Kansas City MO	Partner	14	\$358	\$413	\$486	\$448	\$512	\$463
Los Angeles CA	Partner	186	\$706	\$940	\$1,183	\$948	\$958	\$892
	Associate	313	\$583	\$721	\$869	\$730	\$685	\$657
Miami FL	Partner	32	\$515	\$598	\$676	\$627	\$641	\$602
	Associate	17	\$318	\$430	\$490	\$414	\$449	\$420
Minneapolis MN	Partner	27	\$390	\$520	\$680	\$532	\$525	\$482
	Associate	24	\$302	\$417	\$520	\$434	\$342	\$286
New York NY	Partner	934	\$860	\$1,100	\$1,305	\$1,076	\$1,043	\$1,001
	Associate	1359	\$520	\$690	\$850	\$689	\$657	\$623
Orlando FL	Partner	22	\$566	\$623	\$725	\$644	\$638	\$589
	Associate	21	\$325	\$395	\$443	\$392	\$397	\$406
Philadelphia PA	Partner	117	\$555	\$750	\$885	\$756	\$763	\$731
	Associate	91	\$320	\$396	\$511	\$437	\$472	\$441
Phoenix AZ	Partner	20	\$325	\$395	\$456	\$400	\$399	\$413

Section III: Practice Area Analysis

Finance and Securities

By City

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Pittsburgh PA	Partner	46	\$450	\$532	\$603	\$529	\$572	\$547
	Associate	64	\$283	\$375	\$412	\$364	\$375	\$359
Portland OR	Partner	18	\$350	\$365	\$440	\$395	\$398	\$404
	Associate	17	\$246	\$265	\$302	\$274	\$288	\$275
Richmond VA	Partner	26	\$670	\$725	\$795	\$739	\$685	\$719
	Associate	27	\$330	\$385	\$461	\$403	\$406	\$381
San Francisco CA	Partner	56	\$696	\$863	\$1,146	\$902	\$865	\$881
	Associate	33	\$440	\$539	\$661	\$560	\$598	\$551
San Jose CA	Partner	15	\$785	\$1,150	\$1,330	\$1,001	\$959	\$947
Seattle WA	Partner	30	\$400	\$479	\$621	\$519	\$529	\$528
	Associate	19	\$294	\$354	\$438	\$377	\$367	\$384
Washington DC	Partner	264	\$744	\$900	\$1,134	\$946	\$891	\$865
	Associate	131	\$440	\$562	\$705	\$607	\$612	\$570

Section III: Practice Area Analysis

Finance and Securities

By Years of Experience and Matter Type

Q3 2018 -- Real Rates for Partners

Trend Analysis (Mean)

Years of Experience	MatterType	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Fewer Than 21 Years	Litigation	74	\$435	\$660	\$977	\$707	\$717	\$701
	Non-Litigation	758	\$548	\$787	\$1,059	\$815	\$791	\$753
21 or More Years	Litigation	131	\$526	\$836	\$1,050	\$814	\$802	\$790
	Non-Litigation	1269	\$644	\$907	\$1,195	\$915	\$901	\$860

Q3 2018 -- Real Rates for Associates

Trend Analysis (Mean)

Years of Experience	MatterType	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Fewer Than 3 Years	Non-Litigation	120	\$313	\$412	\$515	\$424	\$379	\$375
3 to Fewer Than 7 Years	Litigation	40	\$375	\$495	\$615	\$509	\$458	\$450
	Non-Litigation	348	\$370	\$565	\$810	\$591	\$548	\$498
7 or More Years	Litigation	60	\$313	\$544	\$733	\$543	\$529	\$523
	Non-Litigation	504	\$480	\$721	\$925	\$703	\$685	\$633

Section III: Practice Area Analysis

Finance and Securities

By Firm Size and Matter Type

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Firm Size	MatterType	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
50 Lawyers or Fewer	Litigation	Partner	26	\$301	\$333	\$379	\$401	\$555	\$509
		Associate	28	\$244	\$305	\$310	\$308	\$371	\$360
	Non-Litigation	Partner	142	\$303	\$400	\$563	\$464	\$434	\$407
		Associate	83	\$225	\$290	\$365	\$300	\$304	\$276
51-200 Lawyers	Litigation	Partner	60	\$350	\$418	\$690	\$519	\$534	\$519
		Associate	35	\$220	\$325	\$440	\$357	\$361	\$341
	Non-Litigation	Partner	337	\$377	\$461	\$628	\$518	\$525	\$532
		Associate	202	\$254	\$310	\$413	\$342	\$336	\$334
201-500 Lawyers	Litigation	Partner	45	\$477	\$692	\$1,000	\$715	\$702	\$702
		Associate	32	\$330	\$395	\$606	\$459	\$416	\$425
	Non-Litigation	Partner	418	\$535	\$746	\$1,053	\$795	\$768	\$713
		Associate	372	\$350	\$487	\$701	\$521	\$494	\$452
501-1,000 Lawyers	Litigation	Partner	64	\$757	\$950	\$1,123	\$964	\$1,005	\$893
		Associate	66	\$468	\$594	\$690	\$596	\$602	\$548
	Non-Litigation	Partner	885	\$760	\$960	\$1,213	\$994	\$984	\$933
		Associate	1229	\$490	\$628	\$801	\$650	\$628	\$600
More Than 1,000 Lawyers	Litigation	Partner	83	\$660	\$903	\$1,055	\$888	\$891	\$883
		Associate	131	\$381	\$503	\$686	\$543	\$518	\$535
	Non-Litigation	Partner	806	\$822	\$1,007	\$1,230	\$1,025	\$985	\$949
		Associate	955	\$504	\$668	\$858	\$684	\$650	\$606

Section III: Practice Area Analysis

General Liability - Litigation Only

By City

Q3 2018 -- Real Rates for Partners and Associates						Trend Analysis (Mean)		
City	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Atlanta GA	Partner	44	\$202	\$258	\$589	\$390	\$362	\$328
	Associate	40	\$180	\$230	\$370	\$285	\$258	\$264
Baltimore MD	Partner	40	\$300	\$475	\$625	\$471	\$468	\$467
	Associate	67	\$293	\$372	\$445	\$381	\$381	\$351
Beaumont TX	Associate	11	\$180	\$225	\$233	\$209	\$190	\$153
Birmingham AL	Partner	25	\$210	\$279	\$346	\$300	\$291	\$255
	Associate	14	\$160	\$191	\$235	\$201	\$195	\$185
Boston MA	Partner	45	\$210	\$285	\$486	\$412	\$316	\$323
	Associate	51	\$165	\$175	\$280	\$247	\$225	\$218
Buffalo NY	Partner	15	\$207	\$320	\$340	\$282	\$288	\$294
	Associate	13	\$230	\$235	\$255	\$243	\$221	\$230
Charleston WV	Partner	17	\$200	\$215	\$281	\$240	\$238	\$247
Chicago IL	Partner	97	\$255	\$370	\$632	\$470	\$434	\$426
	Associate	116	\$175	\$220	\$279	\$285	\$275	\$259
Cincinnati OH	Associate	13	\$215	\$225	\$225	\$223	\$237	\$239
Cleveland OH	Partner	23	\$220	\$318	\$445	\$325	\$395	\$343
	Associate	19	\$195	\$235	\$247	\$231	\$229	\$220
Dallas TX	Partner	24	\$185	\$210	\$285	\$301	\$301	\$251
	Associate	20	\$160	\$160	\$328	\$246	\$252	\$222
Denver CO	Partner	15	\$313	\$335	\$381	\$350	\$374	\$336
	Associate	11	\$258	\$275	\$275	\$269	\$273	\$276
Detroit MI	Partner	20	\$210	\$251	\$400	\$294	\$299	\$266
	Associate	20	\$180	\$195	\$233	\$205	\$223	\$211
Houston TX	Partner	21	\$265	\$310	\$600	\$437	\$397	\$401
	Associate	14	\$355	\$425	\$475	\$380	\$320	\$309
Indianapolis IN	Partner	17	\$160	\$250	\$400	\$303	\$245	\$296
Jackson MS	Partner	34	\$288	\$329	\$353	\$325	\$311	\$277
	Associate	37	\$225	\$235	\$251	\$210	\$200	\$188
Kansas City MO	Partner	28	\$335	\$428	\$465	\$406	\$364	\$353
	Associate	39	\$256	\$300	\$315	\$278	\$258	\$241
Los Angeles CA	Partner	84	\$220	\$430	\$715	\$494	\$422	\$399
	Associate	104	\$175	\$265	\$425	\$341	\$314	\$278
Louisville KY	Partner	15	\$200	\$275	\$328	\$287	\$296	\$283
	Associate	15	\$175	\$210	\$225	\$203	\$185	\$181
Memphis TN	Partner	12	\$175	\$339	\$406	\$325	\$349	\$338

Section III: Practice Area Analysis

General Liability - Litigation Only

By City

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Miami FL	Partner	28	\$160	\$200	\$265	\$240	\$247	\$267
	Associate	18	\$125	\$150	\$226	\$225	\$208	\$208
Milwaukee WI	Partner	16	\$245	\$300	\$367	\$319	\$293	\$298
	Associate	14	\$185	\$190	\$292	\$231	\$213	\$220
Minneapolis MN	Partner	31	\$250	\$250	\$261	\$258	\$274	\$285
	Associate	18	\$205	\$205	\$205	\$210	\$214	\$220
Nashville TN	Partner	16	\$269	\$284	\$419	\$320	\$341	\$329
New Orleans LA	Partner	49	\$215	\$303	\$325	\$278	\$257	\$250
	Associate	33	\$185	\$238	\$238	\$222	\$206	\$187
New York NY	Partner	118	\$165	\$345	\$660	\$449	\$411	\$427
	Associate	136	\$152	\$215	\$415	\$317	\$275	\$303
Orlando FL	Associate	16	\$125	\$183	\$215	\$180	\$176	\$190
Phoenix AZ	Partner	24	\$150	\$190	\$270	\$244	\$297	\$288
	Associate	15	\$140	\$165	\$206	\$178	\$232	\$223
Pittsburgh PA	Partner	21	\$200	\$289	\$364	\$344	\$330	\$355
	Associate	31	\$200	\$234	\$325	\$260	\$246	\$262
Portland OR	Associate	11	\$230	\$285	\$341	\$286	\$248	\$245
Richmond VA	Partner	22	\$220	\$230	\$358	\$305	\$297	\$278
	Associate	20	\$200	\$200	\$224	\$216	\$226	\$242
San Diego CA	Associate	26	\$150	\$150	\$180	\$161	\$168	\$174
San Francisco CA	Partner	27	\$250	\$430	\$682	\$489	\$382	\$328
	Associate	28	\$206	\$210	\$255	\$255	\$265	\$254
Seattle WA	Partner	16	\$258	\$400	\$403	\$375	\$323	\$310
St. Louis MO	Partner	51	\$238	\$350	\$443	\$354	\$309	\$304
	Associate	48	\$190	\$205	\$225	\$214	\$196	\$184
Tampa FL	Partner	12	\$175	\$455	\$595	\$387	\$429	\$380
	Associate	11	\$165	\$255	\$332	\$249	\$220	\$220
Washington DC	Partner	90	\$662	\$760	\$875	\$787	\$750	\$726
	Associate	84	\$445	\$501	\$639	\$532	\$502	\$475

Section III: Practice Area Analysis

General Liability - Litigation Only

By Years of Experience and Matter Type

Q3 2018 -- Real Rates for Partners

						Trend Analysis (Mean)		
Years of Experience	MatterType	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Fewer Than 21 Years	Litigation	413	\$225	\$322	\$489	\$390	\$351	\$325
21 or More Years	Litigation	744	\$225	\$340	\$550	\$417	\$390	\$373

Q3 2018 -- Real Rates for Associates

						Trend Analysis (Mean)		
Years of Experience	MatterType	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Fewer Than 3 Years	Litigation	75	\$237	\$325	\$390	\$325	\$281	\$244
3 to Fewer Than 7 Years	Litigation	183	\$185	\$240	\$365	\$298	\$282	\$258
7 or More Years	Litigation	346	\$185	\$249	\$407	\$304	\$281	\$266

Section III: Practice Area Analysis

General Liability - Litigation Only

By Firm Size and Matter Type

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Firm Size	MatterType	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
50 Lawyers or Fewer	Litigation	Partner	424	\$180	\$220	\$280	\$247	\$248	\$243
		Associate	360	\$160	\$180	\$220	\$193	\$193	\$187
51-200 Lawyers	Litigation	Partner	396	\$215	\$275	\$350	\$304	\$297	\$284
		Associate	382	\$175	\$205	\$240	\$219	\$216	\$206
201-500 Lawyers	Litigation	Partner	237	\$290	\$410	\$552	\$442	\$414	\$411
		Associate	249	\$201	\$265	\$320	\$279	\$270	\$278
501-1,000 Lawyers	Litigation	Partner	224	\$445	\$550	\$708	\$598	\$556	\$559
		Associate	220	\$315	\$366	\$470	\$401	\$386	\$387
More Than 1,000 Lawyers	Litigation	Partner	132	\$595	\$765	\$875	\$770	\$724	\$682
		Associate	218	\$365	\$475	\$564	\$453	\$445	\$422

Section III: Practice Area Analysis

Insurance Defense - Litigation Only

By City

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Albuquerque NM	Partner	13	\$160	\$160	\$175	\$168	\$177	\$173
	Associate	12	\$130	\$150	\$150	\$144	\$150	\$150
Atlanta GA	Partner	48	\$170	\$185	\$230	\$232	\$243	\$234
	Associate	58	\$150	\$155	\$205	\$196	\$204	\$192
Baltimore MD	Partner	20	\$175	\$175	\$193	\$223	\$211	\$211
	Associate	35	\$150	\$150	\$165	\$196	\$202	\$193
Baton Rouge LA	Partner	15	\$170	\$178	\$235	\$199	\$195	\$207
Birmingham AL	Partner	61	\$180	\$205	\$385	\$276	\$272	\$240
	Associate	34	\$180	\$200	\$225	\$203	\$190	\$184
Boston MA	Partner	71	\$170	\$190	\$248	\$236	\$256	\$227
	Associate	45	\$155	\$175	\$180	\$174	\$194	\$205
Buffalo NY	Partner	56	\$145	\$150	\$180	\$164	\$168	\$169
	Associate	47	\$125	\$130	\$150	\$142	\$144	\$141
Charleston SC	Partner	24	\$173	\$175	\$215	\$198	\$191	\$176
	Associate	20	\$145	\$150	\$155	\$154	\$150	\$152
Charleston WV	Partner	48	\$160	\$160	\$216	\$185	\$183	\$186
	Associate	25	\$160	\$160	\$169	\$165	\$167	\$160
Charlotte NC	Partner	19	\$165	\$175	\$270	\$224	\$214	\$219
	Associate	28	\$150	\$198	\$293	\$215	\$191	\$193
Chicago IL	Partner	250	\$175	\$220	\$315	\$290	\$284	\$284
	Associate	217	\$155	\$175	\$248	\$239	\$233	\$222
Cincinnati OH	Partner	25	\$140	\$160	\$175	\$189	\$181	\$168
	Associate	19	\$130	\$150	\$165	\$158	\$153	\$143
Cleveland OH	Partner	45	\$170	\$170	\$172	\$172	\$177	\$172
	Associate	38	\$150	\$151	\$155	\$153	\$149	\$147
Columbia SC	Partner	34	\$165	\$165	\$171	\$168	\$165	\$188
	Associate	36	\$140	\$148	\$150	\$147	\$149	\$146
Columbus OH	Partner	27	\$150	\$159	\$170	\$172	\$170	\$163
	Associate	15	\$134	\$145	\$155	\$153	\$154	\$152
Dallas TX	Partner	54	\$200	\$220	\$260	\$250	\$272	\$271
	Associate	61	\$165	\$170	\$190	\$194	\$201	\$219
Denver CO	Partner	28	\$160	\$180	\$195	\$200	\$201	\$213
	Associate	16	\$140	\$150	\$150	\$167	\$159	\$170
Des Moines IA	Partner	12	\$177	\$195	\$200	\$189	\$196	\$193
Detroit MI	Partner	71	\$153	\$165	\$180	\$174	\$173	\$172
	Associate	52	\$135	\$144	\$150	\$151	\$147	\$147

Section III: Practice Area Analysis

Insurance Defense - Litigation Only

By City

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Harrisburg PA	Partner	26	\$145	\$150	\$169	\$160	\$156	\$161
	Associate	19	\$125	\$125	\$136	\$141	\$143	\$141
Hartford CT	Partner	19	\$225	\$273	\$374	\$300	\$263	\$223
	Associate	25	\$180	\$210	\$270	\$221	\$214	\$184
Houston TX	Partner	40	\$180	\$200	\$250	\$296	\$258	\$254
	Associate	26	\$155	\$165	\$247	\$215	\$204	\$187
Indianapolis IN	Partner	27	\$155	\$174	\$180	\$186	\$192	\$175
	Associate	19	\$135	\$150	\$155	\$157	\$155	\$156
Jackson MS	Partner	29	\$190	\$247	\$250	\$234	\$220	\$222
	Associate	13	\$155	\$175	\$199	\$181	\$170	\$160
Jacksonville FL	Partner	17	\$170	\$170	\$180	\$182	\$187	\$185
Kansas City MO	Partner	16	\$185	\$200	\$221	\$237	\$244	\$237
	Associate	12	\$165	\$180	\$256	\$201	\$184	\$178
Lafayette LA	Partner	20	\$186	\$200	\$200	\$198	\$190	\$189
Las Vegas NV	Partner	11	\$165	\$194	\$249	\$209	\$203	\$196
	Associate	13	\$160	\$160	\$185	\$175	\$172	\$176
Lexington KY	Partner	16	\$140	\$140	\$140	\$153	\$158	\$162
	Associate	31	\$125	\$125	\$125	\$128	\$128	\$129
Little Rock AR	Partner	12	\$190	\$193	\$198	\$196	\$192	\$197
Los Angeles CA	Partner	150	\$190	\$225	\$295	\$276	\$248	\$255
	Associate	170	\$160	\$180	\$212	\$214	\$204	\$213
Louisville KY	Partner	19	\$140	\$150	\$190	\$170	\$185	\$160
	Associate	23	\$125	\$135	\$139	\$138	\$135	\$131
Miami FL	Partner	121	\$170	\$190	\$225	\$222	\$207	\$209
	Associate	103	\$160	\$160	\$165	\$172	\$171	\$171
Milwaukee WI	Partner	23	\$170	\$170	\$175	\$183	\$189	\$186
	Associate	14	\$144	\$155	\$186	\$163	\$163	\$157
Minneapolis MN	Partner	69	\$160	\$171	\$231	\$207	\$204	\$196
	Associate	54	\$145	\$147	\$190	\$174	\$178	\$162
Nashville TN	Partner	20	\$150	\$160	\$164	\$168	\$171	\$183
	Associate	18	\$140	\$150	\$150	\$147	\$149	\$146
New Orleans LA	Partner	55	\$175	\$183	\$218	\$196	\$205	\$205
	Associate	43	\$150	\$150	\$175	\$166	\$175	\$176
New York NY	Partner	401	\$175	\$197	\$265	\$269	\$247	\$234
	Associate	388	\$150	\$175	\$200	\$206	\$195	\$188
Omaha NE	Partner	11	\$195	\$200	\$200	\$213	\$220	\$194

Section III: Practice Area Analysis

Insurance Defense - Litigation Only

By City

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Orlando FL	Partner	28	\$146	\$165	\$190	\$173	\$181	\$212
	Associate	24	\$130	\$150	\$160	\$156	\$162	\$167
Peoria IL	Partner	16	\$150	\$160	\$166	\$158	\$158	\$159
Philadelphia PA	Partner	216	\$175	\$195	\$300	\$271	\$240	\$225
	Associate	296	\$160	\$172	\$207	\$228	\$203	\$188
Phoenix AZ	Partner	53	\$170	\$175	\$206	\$206	\$209	\$220
	Associate	31	\$155	\$160	\$169	\$171	\$174	\$176
Pittsburgh PA	Partner	82	\$160	\$165	\$175	\$179	\$172	\$184
	Associate	88	\$145	\$155	\$165	\$161	\$157	\$157
Portland OR	Partner	13	\$175	\$178	\$243	\$218	\$220	\$232
Providence RI	Partner	12	\$170	\$175	\$175	\$179	\$178	\$167
Raleigh NC	Partner	24	\$166	\$190	\$250	\$238	\$222	\$188
	Associate	15	\$146	\$150	\$165	\$176	\$161	\$147
Richmond VA	Partner	25	\$169	\$170	\$170	\$177	\$201	\$214
	Associate	28	\$155	\$155	\$155	\$158	\$184	\$184
Rochester NY	Partner	11	\$150	\$175	\$200	\$343	\$173	\$178
Salt Lake City UT	Partner	14	\$200	\$200	\$253	\$240	\$241	\$231
San Diego CA	Partner	40	\$195	\$210	\$235	\$219	\$216	\$215
	Associate	26	\$150	\$175	\$185	\$174	\$182	\$181
San Francisco CA	Partner	97	\$223	\$260	\$338	\$299	\$274	\$267
	Associate	52	\$175	\$180	\$235	\$213	\$221	\$223
Seattle WA	Partner	21	\$210	\$275	\$380	\$294	\$286	\$274
	Associate	18	\$200	\$255	\$290	\$248	\$226	\$215
St. Louis MO	Partner	30	\$167	\$170	\$254	\$208	\$208	\$196
	Associate	19	\$150	\$183	\$235	\$196	\$212	\$173
Tampa FL	Partner	38	\$170	\$170	\$190	\$191	\$185	\$197
	Associate	29	\$135	\$155	\$160	\$155	\$159	\$161
Washington DC	Partner	82	\$407	\$442	\$678	\$549	\$529	\$426
	Associate	71	\$275	\$346	\$418	\$384	\$349	\$308

Section III: Practice Area Analysis

Insurance Defense - Litigation Only

By Years of Experience and Matter Type

Q3 2018 -- Real Rates for Partners

Trend Analysis (Mean)

Years of Experience	MatterType	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Fewer Than 21 Years	Litigation	861	\$166	\$185	\$250	\$238	\$224	\$219
21 or More Years	Litigation	1618	\$165	\$185	\$245	\$237	\$228	\$217

Q3 2018 -- Real Rates for Associates

Trend Analysis (Mean)

Years of Experience	MatterType	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Fewer Than 3 Years	Litigation	97	\$150	\$170	\$203	\$207	\$185	\$176
3 to Fewer Than 7 Years	Litigation	369	\$150	\$165	\$225	\$214	\$196	\$187
7 or More Years	Litigation	583	\$150	\$165	\$205	\$210	\$202	\$189

Section III: Practice Area Analysis

Insurance Defense - Litigation Only

By Firm Size and Matter Type

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Firm Size	MatterType	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
50 Lawyers or Fewer	Litigation	Partner	1283	\$160	\$172	\$195	\$185	\$181	\$179
		Associate	1095	\$139	\$150	\$165	\$158	\$156	\$155
51-200 Lawyers	Litigation	Partner	928	\$167	\$180	\$215	\$207	\$207	\$203
		Associate	805	\$150	\$160	\$175	\$172	\$170	\$169
201-500 Lawyers	Litigation	Partner	425	\$210	\$270	\$381	\$307	\$300	\$297
		Associate	313	\$180	\$207	\$275	\$237	\$234	\$238
501-1,000 Lawyers	Litigation	Partner	166	\$300	\$350	\$440	\$428	\$375	\$345
		Associate	162	\$235	\$285	\$394	\$337	\$287	\$263
More Than 1,000 Lawyers	Litigation	Partner	128	\$670	\$765	\$845	\$757	\$696	\$636
		Associate	155	\$365	\$475	\$600	\$504	\$452	\$421

Section III: Practice Area Analysis

Intellectual Property - Patents

By City

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Atlanta GA	Partner	24	\$503	\$571	\$744	\$618	\$562	\$565
	Associate	25	\$353	\$395	\$453	\$418	\$398	\$372
Austin TX	Partner	30	\$304	\$537	\$695	\$524	\$470	\$466
	Associate	34	\$249	\$272	\$408	\$317	\$304	\$305
Boston MA	Partner	68	\$522	\$660	\$798	\$656	\$640	\$648
	Associate	80	\$370	\$427	\$506	\$450	\$461	\$436
Chicago IL	Partner	66	\$377	\$521	\$702	\$573	\$579	\$576
	Associate	51	\$252	\$301	\$475	\$384	\$384	\$403
Cleveland OH	Partner	18	\$281	\$353	\$839	\$509	\$475	\$434
	Associate	20	\$183	\$242	\$443	\$319	\$306	\$309
Dallas TX	Partner	19	\$593	\$763	\$866	\$733	\$637	\$651
	Associate	27	\$425	\$509	\$611	\$529	\$426	\$388
Denver CO	Partner	12	\$405	\$502	\$529	\$518	\$502	\$496
Detroit MI	Partner	17	\$312	\$383	\$609	\$430	\$444	\$384
	Associate	17	\$285	\$310	\$639	\$432	\$383	\$322
Houston TX	Partner	19	\$300	\$323	\$610	\$443	\$519	\$588
	Associate	50	\$180	\$225	\$275	\$251	\$241	\$270
Kansas City MO	Partner	11	\$289	\$325	\$446	\$371	\$410	\$448
	Associate	26	\$215	\$249	\$278	\$265	\$270	\$299
Los Angeles CA	Partner	77	\$577	\$808	\$1,049	\$831	\$728	\$690
	Associate	158	\$425	\$625	\$790	\$604	\$533	\$492
Minneapolis MN	Partner	28	\$348	\$396	\$520	\$443	\$492	\$441
	Associate	53	\$300	\$365	\$752	\$496	\$408	\$413
New York NY	Partner	106	\$550	\$803	\$1,000	\$822	\$724	\$722
	Associate	132	\$367	\$475	\$686	\$518	\$508	\$463
Philadelphia PA	Partner	63	\$541	\$630	\$748	\$631	\$613	\$574
	Associate	53	\$300	\$370	\$430	\$379	\$357	\$341
Portland OR	Partner	22	\$362	\$400	\$425	\$404	\$414	\$407
	Associate	17	\$250	\$294	\$306	\$279	\$280	\$279
Salt Lake City UT	Partner	11	\$300	\$350	\$443	\$484	\$359	\$298
San Diego CA	Partner	25	\$608	\$795	\$947	\$776	\$681	\$653
	Associate	11	\$508	\$635	\$726	\$607	\$514	\$425
San Francisco CA	Partner	57	\$700	\$837	\$1,030	\$839	\$773	\$740
	Associate	47	\$450	\$498	\$626	\$529	\$477	\$464
San Jose CA	Partner	26	\$405	\$600	\$913	\$668	\$636	\$629
	Associate	20	\$242	\$300	\$417	\$457	\$423	\$368

Section III: Practice Area Analysis

Intellectual Property - Patents

By City

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Seattle WA	Partner	16	\$510	\$608	\$693	\$601	\$543	\$487
Washington DC	Partner	201	\$538	\$750	\$955	\$749	\$717	\$697
	Associate	211	\$340	\$435	\$620	\$479	\$461	\$443

Section III: Practice Area Analysis

Intellectual Property - Patents

By Years of Experience and Matter Type

Q3 2018 -- Real Rates for Partners

Trend Analysis (Mean)

Years of Experience	MatterType	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Fewer Than 21 Years	Litigation	227	\$505	\$700	\$850	\$705	\$637	\$589
	Non-Litigation	249	\$360	\$450	\$610	\$518	\$484	\$485
21 or More Years	Litigation	240	\$600	\$808	\$985	\$816	\$758	\$722
	Non-Litigation	215	\$396	\$548	\$726	\$582	\$571	\$566

Q3 2018 -- Real Rates for Associates

Trend Analysis (Mean)

Years of Experience	MatterType	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Fewer Than 3 Years	Litigation	25	\$305	\$475	\$518	\$441	\$427	
	Non-Litigation	33	\$285	\$325	\$450	\$375	\$353	\$356
3 to Fewer Than 7 Years	Litigation	97	\$362	\$474	\$590	\$479	\$460	\$396
	Non-Litigation	86	\$279	\$323	\$388	\$349	\$348	\$311
7 or More Years	Litigation	118	\$419	\$625	\$745	\$579	\$530	\$493
	Non-Litigation	156	\$285	\$360	\$486	\$417	\$371	\$376

Section III: Practice Area Analysis

Intellectual Property - Patents

By Firm Size and Matter Type

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Firm Size	MatterType	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
50 Lawyers or Fewer	Litigation	Partner	53	\$395	\$495	\$625	\$519	\$507	\$507
		Associate	32	\$280	\$465	\$465	\$401	\$363	\$332
	Non-Litigation	Partner	128	\$295	\$361	\$426	\$382	\$380	\$379
		Associate	166	\$248	\$300	\$375	\$362	\$310	\$307
51-200 Lawyers	Litigation	Partner	117	\$448	\$600	\$779	\$639	\$639	\$575
		Associate	88	\$290	\$350	\$450	\$389	\$385	\$390
	Non-Litigation	Partner	137	\$360	\$437	\$551	\$485	\$491	\$484
		Associate	115	\$257	\$300	\$363	\$319	\$325	\$320
201-500 Lawyers	Litigation	Partner	88	\$510	\$655	\$795	\$656	\$659	\$654
		Associate	78	\$330	\$375	\$475	\$413	\$437	\$428
	Non-Litigation	Partner	126	\$449	\$576	\$684	\$585	\$552	\$577
		Associate	102	\$295	\$367	\$411	\$370	\$354	\$352
501-1,000 Lawyers	Litigation	Partner	166	\$746	\$904	\$1,049	\$896	\$808	\$780
		Associate	185	\$500	\$630	\$765	\$618	\$554	\$504
	Non-Litigation	Partner	110	\$547	\$685	\$846	\$721	\$703	\$672
		Associate	145	\$319	\$406	\$536	\$446	\$437	\$411
More Than 1,000 Lawyers	Litigation	Partner	135	\$775	\$923	\$983	\$898	\$820	\$768
		Associate	182	\$474	\$574	\$700	\$591	\$528	\$477
	Non-Litigation	Partner	41	\$729	\$831	\$1,069	\$886	\$771	\$767
		Associate	57	\$418	\$500	\$820	\$577	\$515	\$509

Section III: Practice Area Analysis

Intellectual Property - Trademarks

By City

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Chicago IL	Partner	29	\$377	\$550	\$693	\$535	\$608	\$600
	Associate	21	\$360	\$405	\$517	\$437	\$421	\$405
Los Angeles CA	Partner	12	\$694	\$768	\$864	\$783	\$705	\$723
New York NY	Partner	41	\$475	\$585	\$705	\$629	\$636	\$609
	Associate	38	\$266	\$358	\$401	\$346	\$386	\$370
Seattle WA	Partner	12	\$576	\$632	\$700	\$632	\$534	\$462
Washington DC	Partner	30	\$555	\$620	\$777	\$661	\$639	\$582
	Associate	31	\$425	\$465	\$579	\$492	\$400	\$414

Section III: Practice Area Analysis

Intellectual Property - Trademarks

By Years of Experience and Matter Type

Q3 2018 -- Real Rates for Partners

						Trend Analysis (Mean)		
Years of Experience	MatterType	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Fewer Than 21 Years	Non-Litigation	39	\$465	\$572	\$713	\$599	\$598	\$553
21 or More Years	Litigation	19	\$467	\$660	\$791	\$644	\$631	\$595
	Non-Litigation	88	\$500	\$598	\$726	\$605	\$610	\$580

Q3 2018 -- Real Rates for Associates

						Trend Analysis (Mean)		
Years of Experience	MatterType	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
3 to Fewer Than 7 Years	Non-Litigation	19	\$286	\$363	\$473	\$394	\$402	\$341
7 or More Years	Non-Litigation	41	\$319	\$396	\$476	\$422	\$403	\$420

Section III: Practice Area Analysis

Intellectual Property - Trademarks

By Firm Size and Matter Type

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Firm Size	MatterType	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
50 Lawyers or Fewer	Non-Litigation	Partner	36	\$440	\$523	\$594	\$511	\$492	\$483
		Associate	43	\$240	\$281	\$361	\$306	\$300	\$295
51-200 Lawyers	Non-Litigation	Partner	23	\$320	\$495	\$573	\$446	\$487	\$475
201-500 Lawyers	Non-Litigation	Partner	29	\$472	\$570	\$721	\$584	\$563	\$583
		Associate	40	\$323	\$375	\$434	\$392	\$372	\$360
501-1,000 Lawyers	Litigation	Partner	12	\$476	\$622	\$722	\$641	\$555	\$578
		Associate	12	\$325	\$380	\$447	\$401	\$396	\$386
	Non-Litigation	Partner	34	\$600	\$645	\$742	\$661	\$649	\$580
		Associate	36	\$380	\$443	\$465	\$443	\$408	\$383
More Than 1,000 Lawyers	Non-Litigation	Partner	34	\$615	\$775	\$869	\$765	\$732	\$727
		Associate	33	\$409	\$500	\$621	\$515	\$487	\$477

Section III: Practice Area Analysis

Intellectual Property - Other

By City

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Atlanta GA	Partner	11	\$513	\$578	\$636	\$543	\$545	\$517
Boston MA	Partner	16	\$325	\$386	\$497	\$426	\$469	\$442
Chicago IL	Partner	56	\$433	\$584	\$762	\$626	\$572	\$547
	Associate	50	\$331	\$425	\$551	\$426	\$380	\$389
Los Angeles CA	Partner	24	\$437	\$759	\$919	\$714	\$834	\$662
	Associate	36	\$407	\$675	\$790	\$628	\$553	\$518
Minneapolis MN	Associate	20	\$271	\$336	\$381	\$343	\$314	\$336
New York NY	Partner	25	\$600	\$775	\$975	\$780	\$742	\$756
	Associate	34	\$464	\$571	\$632	\$551	\$557	\$482
Philadelphia PA	Partner	16	\$525	\$560	\$663	\$593	\$537	\$541
	Associate	19	\$302	\$306	\$386	\$350	\$353	\$351
Washington DC	Partner	55	\$567	\$650	\$847	\$705	\$674	\$659
	Associate	26	\$411	\$619	\$653	\$528	\$476	\$454

Section III: Practice Area Analysis

Intellectual Property - Other

By Years of Experience and Matter Type

Q3 2018 -- Real Rates for Partners

Trend Analysis (Mean)

Years of Experience	MatterType	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Fewer Than 21 Years	Litigation	34	\$422	\$565	\$772	\$618	\$490	\$493
	Non-Litigation	62	\$383	\$475	\$590	\$507	\$562	\$506
21 or More Years	Litigation	66	\$477	\$639	\$854	\$675	\$574	\$550
	Non-Litigation	102	\$425	\$550	\$676	\$592	\$635	\$610

Q3 2018 -- Real Rates for Associates

Trend Analysis (Mean)

Years of Experience	MatterType	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Fewer Than 3 Years	Litigation	11	\$367	\$558	\$574	\$476	\$359	
3 to Fewer Than 7 Years	Litigation	15	\$416	\$540	\$723	\$554	\$401	\$326
	Non-Litigation	22	\$280	\$355	\$394	\$359	\$380	\$356
7 or More Years	Litigation	25	\$395	\$562	\$637	\$555	\$453	\$445
	Non-Litigation	43	\$258	\$310	\$406	\$362	\$389	\$403

Section III: Practice Area Analysis

Intellectual Property - Other

By Firm Size and Matter Type

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Firm Size	MatterType	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
50 Lawyers or Fewer	Litigation	Partner	14	\$230	\$338	\$444	\$384	\$351	\$384
	Non-Litigation	Partner	49	\$310	\$370	\$532	\$412	\$418	\$408
		Associate	87	\$220	\$250	\$306	\$264	\$262	\$272
51-200 Lawyers	Litigation	Partner	20	\$339	\$435	\$571	\$497	\$504	\$415
		Associate	20	\$280	\$302	\$353	\$318	\$341	\$269
	Non-Litigation	Partner	48	\$350	\$430	\$500	\$433	\$463	\$421
		Associate	18	\$225	\$275	\$343	\$289	\$280	\$267
201-500 Lawyers	Litigation	Partner	21	\$520	\$642	\$900	\$684	\$622	\$595
		Associate	14	\$280	\$483	\$536	\$437	\$456	\$410
	Non-Litigation	Partner	44	\$427	\$498	\$645	\$539	\$567	\$526
		Associate	39	\$240	\$297	\$390	\$315	\$318	\$320
501-1,000 Lawyers	Litigation	Partner	41	\$557	\$660	\$867	\$737	\$630	\$638
		Associate	40	\$453	\$588	\$753	\$580	\$487	\$469
	Non-Litigation	Partner	38	\$539	\$625	\$734	\$654	\$750	\$705
		Associate	28	\$339	\$417	\$513	\$436	\$470	\$454
More Than 1,000 Lawyers	Litigation	Partner	26	\$559	\$696	\$875	\$715	\$560	\$655
		Associate	25	\$495	\$626	\$750	\$620	\$393	\$348
	Non-Litigation	Partner	34	\$643	\$865	\$1,010	\$844	\$820	\$854
		Associate	33	\$468	\$565	\$663	\$559	\$563	\$532

Section III: Practice Area Analysis

Real Estate

By City

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Atlanta GA	Partner	58	\$230	\$300	\$425	\$370	\$374	\$350
	Associate	67	\$200	\$225	\$255	\$250	\$242	\$243
Baltimore MD	Partner	18	\$323	\$388	\$395	\$389	\$395	\$376
	Associate	21	\$204	\$267	\$290	\$252	\$329	\$239
Boston MA	Partner	47	\$235	\$330	\$454	\$389	\$413	\$411
	Associate	41	\$175	\$230	\$384	\$304	\$285	\$308
Charlotte NC	Partner	23	\$250	\$275	\$300	\$316	\$307	\$282
Chicago IL	Partner	96	\$259	\$350	\$570	\$461	\$465	\$460
	Associate	70	\$207	\$235	\$315	\$283	\$306	\$311
Cincinnati OH	Partner	18	\$384	\$437	\$487	\$443	\$428	\$400
	Associate	18	\$225	\$255	\$265	\$250	\$236	\$231
Cleveland OH	Partner	64	\$280	\$385	\$485	\$391	\$389	\$373
	Associate	49	\$225	\$250	\$277	\$257	\$252	\$239
Dallas TX	Partner	33	\$291	\$325	\$415	\$369	\$359	\$370
	Associate	27	\$225	\$250	\$347	\$287	\$279	\$237
Denver CO	Partner	42	\$270	\$354	\$471	\$379	\$359	\$318
	Associate	40	\$233	\$270	\$295	\$266	\$261	\$244
Detroit MI	Partner	22	\$189	\$200	\$250	\$240	\$256	\$275
	Associate	22	\$170	\$192	\$210	\$195	\$194	\$206
Houston TX	Associate	18	\$235	\$250	\$336	\$279	\$269	\$285
Indianapolis IN	Partner	21	\$233	\$277	\$421	\$341	\$324	\$322
	Associate	12	\$165	\$225	\$260	\$225	\$213	\$207
Kansas City MO	Partner	22	\$200	\$275	\$381	\$310	\$325	\$320
	Associate	22	\$178	\$218	\$263	\$216	\$242	\$226
Los Angeles CA	Partner	130	\$300	\$375	\$505	\$445	\$441	\$402
	Associate	101	\$250	\$288	\$373	\$332	\$347	\$307
Memphis TN	Partner	13	\$240	\$260	\$315	\$270	\$258	\$277
Miami FL	Partner	68	\$274	\$350	\$501	\$403	\$394	\$391
	Associate	59	\$186	\$225	\$279	\$245	\$243	\$245
Milwaukee WI	Partner	17	\$274	\$278	\$380	\$323	\$293	\$319
Minneapolis MN	Partner	21	\$225	\$235	\$250	\$273	\$298	\$293
	Associate	12	\$175	\$200	\$253	\$222	\$218	\$208
Nashville TN	Partner	15	\$288	\$299	\$423	\$339	\$316	\$321
	Associate	11	\$207	\$225	\$230	\$209	\$208	\$200
New Orleans LA	Partner	23	\$210	\$278	\$314	\$275	\$264	\$258
	Associate	21	\$175	\$195	\$225	\$199	\$201	\$185

Section III: Practice Area Analysis

Real Estate

By City

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
New York NY	Partner	178	\$325	\$400	\$595	\$483	\$462	\$477
	Associate	163	\$250	\$295	\$395	\$347	\$317	\$317
Orlando FL	Partner	23	\$294	\$345	\$420	\$378	\$356	\$355
	Associate	18	\$222	\$235	\$275	\$249	\$246	\$233
Philadelphia PA	Partner	80	\$325	\$410	\$588	\$461	\$432	\$409
	Associate	72	\$225	\$275	\$356	\$293	\$277	\$259
Pittsburgh PA	Partner	21	\$220	\$230	\$352	\$286	\$284	\$305
	Associate	18	\$170	\$175	\$296	\$224	\$213	\$216
Raleigh NC	Partner	18	\$275	\$275	\$415	\$334	\$327	\$267
Richmond VA	Associate	13	\$220	\$328	\$361	\$320	\$311	\$300
San Diego CA	Partner	27	\$200	\$250	\$315	\$272	\$304	\$298
	Associate	29	\$170	\$225	\$225	\$234	\$245	\$231
San Francisco CA	Partner	48	\$304	\$423	\$582	\$453	\$447	\$415
	Associate	27	\$220	\$298	\$506	\$381	\$346	\$308
San Juan PR	Partner	12	\$219	\$280	\$322	\$264	\$234	\$228
Seattle WA	Partner	35	\$361	\$428	\$544	\$472	\$412	\$380
	Associate	21	\$251	\$302	\$400	\$333	\$262	\$250
St. Louis MO	Partner	30	\$205	\$324	\$395	\$313	\$307	\$298
	Associate	17	\$172	\$220	\$240	\$226	\$197	\$198
Tampa FL	Partner	37	\$303	\$355	\$468	\$389	\$389	\$367
	Associate	22	\$225	\$280	\$294	\$263	\$244	\$233
Washington DC	Partner	60	\$325	\$448	\$590	\$490	\$476	\$520
	Associate	28	\$225	\$285	\$370	\$353	\$300	\$311

Section III: Practice Area Analysis

Real Estate

By Years of Experience and Matter Type

Q3 2018 -- Real Rates for Partners

Trend Analysis (Mean)

Years of Experience	MatterType	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Fewer Than 21 Years	Litigation	218	\$225	\$270	\$336	\$300	\$293	\$286
	Non-Litigation	332	\$250	\$315	\$400	\$357	\$353	\$347
21 or More Years	Litigation	400	\$250	\$310	\$415	\$363	\$355	\$342
	Non-Litigation	711	\$285	\$375	\$517	\$420	\$415	\$406

Q3 2018 -- Real Rates for Associates

Trend Analysis (Mean)

Years of Experience	MatterType	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Fewer Than 3 Years	Litigation	25	\$200	\$218	\$250	\$261	\$216	\$231
	Non-Litigation	46	\$210	\$230	\$285	\$253	\$241	\$252
3 to Fewer Than 7 Years	Litigation	81	\$191	\$221	\$275	\$242	\$232	\$218
	Non-Litigation	120	\$200	\$250	\$325	\$278	\$254	\$243
7 or More Years	Litigation	177	\$185	\$225	\$253	\$243	\$239	\$245
	Non-Litigation	245	\$224	\$265	\$339	\$314	\$291	\$281

Section III: Practice Area Analysis

Real Estate

By Firm Size and Matter Type

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Firm Size	MatterType	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
50 Lawyers or Fewer	Litigation	Partner	352	\$225	\$275	\$327	\$291	\$279	\$269
		Associate	285	\$185	\$207	\$250	\$217	\$212	\$208
	Non-Litigation	Partner	533	\$235	\$285	\$350	\$307	\$295	\$291
		Associate	370	\$185	\$225	\$250	\$227	\$219	\$214
51-200 Lawyers	Litigation	Partner	209	\$220	\$294	\$375	\$322	\$301	\$298
		Associate	174	\$175	\$210	\$250	\$223	\$215	\$211
	Non-Litigation	Partner	324	\$293	\$350	\$450	\$383	\$368	\$362
		Associate	217	\$210	\$250	\$295	\$261	\$254	\$242
201-500 Lawyers	Litigation	Partner	123	\$300	\$325	\$489	\$404	\$381	\$379
		Associate	102	\$225	\$260	\$325	\$286	\$274	\$272
	Non-Litigation	Partner	228	\$310	\$400	\$543	\$451	\$439	\$437
		Associate	172	\$232	\$275	\$329	\$306	\$289	\$288
501-1,000 Lawyers	Litigation	Partner	41	\$303	\$475	\$692	\$518	\$534	\$442
		Associate	35	\$230	\$277	\$406	\$329	\$310	\$304
	Non-Litigation	Partner	110	\$449	\$528	\$646	\$554	\$552	\$533
		Associate	112	\$274	\$338	\$447	\$376	\$349	\$334
More Than 1,000 Lawyers	Litigation	Partner	21	\$585	\$762	\$1,067	\$860	\$823	\$791
		Associate	18	\$435	\$626	\$673	\$548	\$517	\$491
	Non-Litigation	Partner	59	\$558	\$755	\$925	\$795	\$736	\$667
		Associate	56	\$364	\$476	\$575	\$508	\$462	\$400

Section IV: In-Depth Analysis for Select US Cities



2018 Real Rate Report

Section IV: In-Depth Analysis for Select US Cities

Boston MA

By Practice Area and Firm Size

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Corporate: Other	50 Lawyers or Fewer	Partner	12	\$344	\$384	\$390	\$365	\$379	\$389
		Associate	17	\$287	\$356	\$375	\$321	\$399	\$287
	51-200 Lawyers	Partner	24	\$630	\$712	\$750	\$681	\$672	\$670
		Associate	38	\$260	\$375	\$401	\$356	\$361	\$359
	201-500 Lawyers	Partner	17	\$500	\$625	\$705	\$593	\$578	\$562
		Associate	13	\$298	\$376	\$497	\$403	\$390	\$376
	More Than 1,000 Lawyers	Partner	19	\$635	\$778	\$1,008	\$858	\$868	\$936
		Associate	15	\$323	\$475	\$624	\$482	\$462	\$545
Corporate: Regulatory and Compliance	51-200 Lawyers	Associate	12	\$260	\$355	\$399	\$354	\$394	\$339
Finance and Securities: Investments and Other Financial Instruments	More Than 1,000 Lawyers	Partner	58	\$961	\$1,047	\$1,219	\$1,095	\$1,099	\$1,068
		Associate	122	\$531	\$671	\$791	\$657	\$646	\$603
Finance and Securities: Loans and Financing	51-200 Lawyers	Partner	14	\$546	\$628	\$710	\$653	\$618	\$658
		Associate	21	\$276	\$380	\$418	\$365	\$356	\$348
General Liability: Other	51-200 Lawyers	Associate	12	\$165	\$253	\$445	\$319	\$240	\$251
Insurance Defense: Other	50 Lawyers or Fewer	Associate	11	\$154	\$175	\$210	\$181	\$189	\$185
Intellectual Property: Patents	51-200 Lawyers	Partner	22	\$616	\$770	\$846	\$736	\$737	\$728
		Associate	20	\$381	\$426	\$469	\$437	\$473	\$448
	201-500 Lawyers	Partner	28	\$565	\$657	\$781	\$673	\$646	\$648
		Associate	31	\$388	\$481	\$506	\$480	\$465	\$453

Section IV: In-Depth Analysis for Select US Cities

Chicago IL

By Practice Area and Firm Size

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Commercial	50 Lawyers or Fewer	Partner	31	\$295	\$426	\$509	\$428	\$458	\$460
		Associate	25	\$185	\$245	\$325	\$263	\$290	\$280
	51-200 Lawyers	Partner	22	\$379	\$456	\$576	\$477	\$460	\$453
		Associate	15	\$210	\$259	\$306	\$259	\$284	\$291
	201-500 Lawyers	Partner	48	\$511	\$609	\$735	\$646	\$656	\$664
		Associate	34	\$369	\$395	\$520	\$444	\$457	\$468
	501-1,000 Lawyers	Partner	29	\$611	\$680	\$841	\$720	\$667	\$649
		Associate	41	\$396	\$433	\$509	\$457	\$459	\$414
	More Than 1,000 Lawyers	Partner	52	\$750	\$890	\$1,020	\$933	\$838	\$766
		Associate	49	\$383	\$501	\$650	\$530	\$529	\$499
Corporate: Governance	More Than 1,000 Lawyers	Associate	11	\$439	\$571	\$635	\$550	\$570	\$482
Corporate: Mergers, Acquisitions and Divestitures	More Than 1,000 Lawyers	Partner	57	\$779	\$868	\$964	\$893	\$842	\$817
		Associate	74	\$403	\$516	\$634	\$528	\$510	\$493
Corporate: Other	50 Lawyers or Fewer	Partner	12	\$230	\$293	\$450	\$362	\$304	\$260
		Associate	17	\$163	\$204	\$300	\$240	\$240	\$202
	51-200 Lawyers	Partner	12	\$488	\$550	\$599	\$552	\$467	\$415
		Associate	107	\$632	\$751	\$894	\$760	\$724	\$683
	201-500 Lawyers	Partner	121	\$423	\$534	\$640	\$530	\$472	\$463
		Associate	42	\$595	\$644	\$725	\$680	\$614	\$633
	501-1,000 Lawyers	Partner	37	\$355	\$405	\$495	\$432	\$396	\$410
		Associate	163	\$727	\$810	\$966	\$848	\$807	\$840
	More Than 1,000 Lawyers	Partner	170	\$411	\$495	\$598	\$508	\$491	\$502
		Associate	17	\$610	\$728	\$813	\$730	\$779	\$755
Corporate: Regulatory and Compliance	201-500 Lawyers	Partner	20	\$423	\$573	\$656	\$536	\$487	\$490
		Associate	19	\$607	\$660	\$789	\$710	\$715	\$711
	501-1,000 Lawyers	Partner	38	\$769	\$896	\$981	\$888	\$850	\$808
		Associate	36	\$443	\$565	\$694	\$575	\$517	\$495
Corporate: Tax	More Than 1,000 Lawyers	Partner	45	\$706	\$848	\$995	\$844	\$821	\$798
		Associate	40	\$440	\$540	\$700	\$574	\$494	\$468

Section IV: In-Depth Analysis for Select US Cities

Chicago IL

By Practice Area and Firm Size

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Employment and Labor: Compensation and Benefits	More Than 1,000 Lawyers	Partner	15	\$770	\$920	\$985	\$854	\$771	\$773
Employment and Labor: Discrimination, Retaliation and Harassment / EEO	501-1,000 Lawyers	Partner	17	\$495	\$540	\$590	\$556	\$520	\$524
		Associate	25	\$327	\$360	\$385	\$362	\$357	\$348
Employment and Labor: Other	501-1,000 Lawyers	Partner	33	\$480	\$553	\$664	\$574	\$571	\$562
		Associate	23	\$345	\$380	\$432	\$390	\$375	\$374
	More Than 1,000 Lawyers	Partner	34	\$637	\$801	\$1,048	\$890	\$710	\$681
		Associate	35	\$316	\$415	\$570	\$487	\$439	\$408
Finance and Securities: Investments and Other Financial Instruments	501-1,000 Lawyers	Partner	30	\$694	\$775	\$822	\$777	\$772	\$800
	More Than 1,000 Lawyers	Partner	95	\$795	\$946	\$1,165	\$994	\$1,008	\$908
		Associate	80	\$451	\$579	\$748	\$621	\$627	\$589
Finance and Securities: Loans and Financing	201-500 Lawyers	Partner	19	\$640	\$717	\$788	\$737	\$737	\$744
		Associate	17	\$370	\$420	\$484	\$440	\$419	\$425
	501-1,000 Lawyers	Partner	12	\$697	\$721	\$799	\$772	\$795	\$742
		Associate	29	\$427	\$529	\$615	\$523	\$544	\$477
	More Than 1,000 Lawyers	Partner	73	\$990	\$1,075	\$1,206	\$1,093	\$1,045	\$988
		Associate	75	\$520	\$664	\$857	\$683	\$651	\$630
Insurance Defense: Other	50 Lawyers or Fewer	Partner	48	\$205	\$313	\$315	\$273	\$264	\$247
Insurance Defense: Property Damage	50 Lawyers or Fewer	Partner	28	\$185	\$308	\$315	\$263	\$254	\$236
Intellectual Property: Other	51-200 Lawyers	Partner	17	\$391	\$430	\$482	\$447	\$465	\$434
	More Than 1,000 Lawyers	Partner	22	\$617	\$764	\$944	\$822	\$705	\$749
		Associate	18	\$423	\$495	\$635	\$527	\$471	\$439

Section IV: In-Depth Analysis for Select US Cities

Chicago IL

By Practice Area and Firm Size

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Intellectual Property: Patents	51-200 Lawyers	Partner	44	\$355	\$435	\$560	\$468	\$478	\$456
		Associate	31	\$236	\$261	\$301	\$282	\$277	\$281
	More Than 1,000 Lawyers	Partner	12	\$786	\$863	\$1,000	\$908	\$791	\$785
		Associate	15	\$485	\$590	\$701	\$597	\$453	\$471
Intellectual Property: Trademarks	51-200 Lawyers	Partner	13	\$250	\$353	\$498	\$388	\$403	\$440
Miscellaneous: General Advice & Counsel	501-1,000 Lawyers	Partner	19	\$565	\$645	\$702	\$643	\$635	\$632

Section IV: In-Depth Analysis for Select US Cities

Los Angeles CA

By Practice Area and Firm Size

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Commercial	50 Lawyers or Fewer	Partner	23	\$260	\$466	\$574	\$452	\$450	\$423
		Associate	20	\$230	\$300	\$395	\$332	\$311	\$337
	51-200 Lawyers	Partner	11	\$544	\$680	\$698	\$612	\$686	\$630
	201-500 Lawyers	Partner	12	\$421	\$560	\$636	\$541	\$533	\$588
	501-1,000 Lawyers	Partner	25	\$650	\$755	\$900	\$759	\$719	\$662
		Associate	23	\$395	\$493	\$630	\$523	\$479	\$447
	More Than 1,000 Lawyers	Partner	35	\$794	\$995	\$1,068	\$918	\$948	\$945
		Associate	75	\$522	\$646	\$788	\$651	\$609	\$567
Corporate: Antitrust and Competition	501-1,000 Lawyers	Partner	14	\$855	\$1,000	\$1,341	\$1,054	\$976	\$688
Corporate: Governance	More Than 1,000 Lawyers	Partner	12	\$891	\$1,008	\$1,035	\$977	\$959	\$936
Corporate: Mergers, Acquisitions and Divestitures	More Than 1,000 Lawyers	Partner	16	\$841	\$1,220	\$1,450	\$1,133	\$1,033	\$997
		Associate	33	\$638	\$825	\$1,030	\$820	\$647	\$597
Corporate: Other	50 Lawyers or Fewer	Partner	23	\$289	\$390	\$438	\$390	\$402	\$467
		Associate	16	\$245	\$255	\$275	\$287	\$286	\$323
	51-200 Lawyers	Partner	30	\$550	\$761	\$1,088	\$852	\$815	\$901
		Associate	19	\$410	\$450	\$568	\$522	\$543	\$568
	201-500 Lawyers	Partner	33	\$425	\$570	\$770	\$593	\$519	\$554
		Associate	23	\$389	\$400	\$447	\$429	\$417	\$435
	501-1,000 Lawyers	Partner	44	\$587	\$729	\$820	\$743	\$688	\$684
		Associate	44	\$401	\$519	\$596	\$521	\$512	\$473
	More Than 1,000 Lawyers	Partner	83	\$827	\$956	\$1,079	\$965	\$929	\$909
		Associate	117	\$471	\$640	\$760	\$630	\$591	\$570
Corporate: Regulatory and Compliance	501-1,000 Lawyers	Associate	24	\$457	\$576	\$681	\$555	\$494	\$427
	More Than 1,000 Lawyers	Partner	32	\$893	\$964	\$1,064	\$982	\$943	\$892
		Associate	77	\$495	\$610	\$700	\$603	\$575	\$540

Section IV: In-Depth Analysis for Select US Cities

Los Angeles CA

By Practice Area and Firm Size

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Employment and Labor: Discrimination, Retaliation and Harassment / EEO	501-1,000 Lawyers	Partner	15	\$464	\$504	\$550	\$518	\$493	\$488
		Associate	26	\$311	\$351	\$450	\$377	\$376	\$390
Employment and Labor: Other	51-200 Lawyers	Associate	12	\$348	\$429	\$486	\$429	\$408	\$308
	201-500 Lawyers	Partner	12	\$404	\$499	\$563	\$496	\$525	\$484
	501-1,000 Lawyers	Partner	26	\$502	\$586	\$665	\$611	\$604	\$573
		Associate	21	\$420	\$452	\$549	\$495	\$466	\$420
	More Than 1,000 Lawyers	Partner	19	\$823	\$905	\$1,017	\$922	\$894	\$777
		Associate	27	\$478	\$578	\$728	\$604	\$560	\$563
Finance and Securities: Investments and Other Financial Instruments	501-1,000 Lawyers	Partner	28	\$650	\$703	\$818	\$735	\$823	\$804
		Associate	43	\$485	\$565	\$675	\$576	\$534	\$548
	More Than 1,000 Lawyers	Partner	41	\$854	\$1,175	\$1,336	\$1,113	\$1,087	\$1,019
		Associate	161	\$650	\$812	\$1,010	\$819	\$782	\$756
Finance and Securities: Loans and Financing	51-200 Lawyers	Partner	14	\$688	\$766	\$882	\$805	\$809	\$776
	501-1,000 Lawyers	Partner	26	\$788	\$1,075	\$1,150	\$995	\$941	\$797
		Associate	27	\$518	\$650	\$804	\$659	\$666	\$569
	More Than 1,000 Lawyers	Partner	52	\$999	\$1,133	\$1,239	\$1,124	\$1,040	\$1,012
		Associate	58	\$577	\$755	\$864	\$732	\$620	\$613
General Liability: Product and Product Liability	50 Lawyers or Fewer	Partner	15	\$175	\$263	\$350	\$283	\$277	\$306
		Associate	16	\$160	\$200	\$253	\$205	\$225	\$229
	501-1,000 Lawyers	Partner	11	\$359	\$553	\$1,115	\$710	\$677	\$685
		Associate	29	\$270	\$369	\$655	\$452	\$484	\$413
Insurance Defense: Other	50 Lawyers or Fewer	Partner	16	\$225	\$225	\$234	\$218	\$205	\$198
Intellectual Property: Other	More Than 1,000 Lawyers	Associate	19	\$560	\$710	\$795	\$677	\$598	\$554
Intellectual Property: Patents	501-1,000 Lawyers	Partner	21	\$839	\$945	\$1,073	\$945	\$739	\$667
		Associate	55	\$588	\$663	\$771	\$658	\$510	\$469
	More Than 1,000 Lawyers	Partner	16	\$890	\$1,007	\$1,195	\$1,021	\$935	\$924
		Associate	66	\$495	\$650	\$835	\$654	\$648	\$585

Section IV: In-Depth Analysis for Select US Cities

New York NY

By Practice Area and Firm Size

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Bankruptcy and Collections	50 Lawyers or Fewer	Partner	14	\$275	\$333	\$345	\$362	\$397	\$411
		Associate	14	\$300	\$310	\$310	\$308	\$236	\$331
	51-200 Lawyers	Partner	16	\$295	\$375	\$423	\$359	\$323	\$326
	201-500 Lawyers	Partner	19	\$435	\$544	\$695	\$550	\$611	\$586
	More Than 1,000 Lawyers	Partner	12	\$535	\$679	\$870	\$729	\$663	\$725
Commercial	50 Lawyers or Fewer	Partner	41	\$332	\$371	\$517	\$429	\$386	\$386
		Associate	26	\$313	\$391	\$514	\$393	\$288	\$275
	51-200 Lawyers	Partner	25	\$427	\$625	\$754	\$617	\$575	\$552
		Associate	22	\$293	\$340	\$496	\$380	\$315	\$336
	201-500 Lawyers	Partner	43	\$550	\$665	\$1,069	\$823	\$738	\$676
		Associate	42	\$335	\$405	\$642	\$535	\$553	\$437
	501-1,000 Lawyers	Partner	98	\$719	\$1,127	\$1,524	\$1,179	\$1,292	\$1,131
		Associate	131	\$428	\$700	\$936	\$729	\$690	\$736
Corporate: Antitrust and Competition	501-1,000 Lawyers	Partner	19	\$1,173	\$1,307	\$1,351	\$1,251	\$1,156	\$1,090
		Associate	108	\$491	\$642	\$790	\$635	\$608	\$595
Corporate: Governance	501-1,000 Lawyers	Partner	47	\$1,251	\$1,301	\$1,322	\$1,263	\$1,259	\$1,185
		Associate	84	\$560	\$722	\$804	\$689	\$682	\$672
	More Than 1,000 Lawyers	Partner	22	\$1,128	\$1,329	\$1,410	\$1,272	\$1,127	\$980
		Associate	38	\$610	\$729	\$843	\$720	\$696	\$590
Corporate: Mergers, Acquisitions and Divestitures	501-1,000 Lawyers	Partner	134	\$1,008	\$1,190	\$1,235	\$1,147	\$1,088	\$1,073
		Associate	282	\$491	\$640	\$809	\$617	\$524	\$521
	More Than 1,000 Lawyers	Partner	101	\$1,006	\$1,208	\$1,394	\$1,201	\$1,073	\$1,044
		Associate	92	\$583	\$713	\$914	\$729	\$693	\$648

Section IV: In-Depth Analysis for Select US Cities

New York NY

By Practice Area and Firm Size

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Corporate: Other	50 Lawyers or Fewer	Partner	52	\$341	\$427	\$545	\$453	\$487	\$482
		Associate	41	\$224	\$298	\$357	\$314	\$348	\$312
	51-200 Lawyers	Partner	43	\$295	\$495	\$695	\$515	\$517	\$486
		Associate	25	\$295	\$295	\$405	\$349	\$355	\$302
	201-500 Lawyers	Partner	95	\$500	\$710	\$942	\$749	\$726	\$734
		Associate	99	\$325	\$415	\$519	\$436	\$446	\$457
	501-1,000 Lawyers	Partner	220	\$926	\$1,165	\$1,325	\$1,115	\$1,074	\$994
		Associate	339	\$534	\$704	\$815	\$683	\$640	\$593
	More Than 1,000 Lawyers	Partner	168	\$875	\$1,052	\$1,330	\$1,079	\$948	\$925
		Associate	216	\$525	\$650	\$850	\$694	\$639	\$613
Corporate: Regulatory and Compliance	50 Lawyers or Fewer	Partner	13	\$440	\$457	\$600	\$507	\$514	\$477
		Associate	14	\$358	\$443	\$530	\$448	\$351	\$307
	51-200 Lawyers	Partner	16	\$526	\$665	\$809	\$668	\$569	\$534
		Associate	14	\$358	\$443	\$530	\$448	\$351	\$307
	201-500 Lawyers	Partner	30	\$675	\$860	\$1,060	\$923	\$815	\$852
		Associate	26	\$424	\$482	\$691	\$562	\$525	\$499
	501-1,000 Lawyers	Partner	125	\$977	\$1,165	\$1,201	\$1,095	\$1,069	\$1,065
		Associate	285	\$491	\$597	\$800	\$640	\$618	\$627
	More Than 1,000 Lawyers	Partner	38	\$954	\$1,050	\$1,200	\$1,065	\$964	\$961
		Associate	38	\$503	\$647	\$809	\$660	\$625	\$588
Corporate: Tax	501-1,000 Lawyers	Partner	38	\$1,077	\$1,199	\$1,430	\$1,215	\$1,235	\$1,136
		Associate	60	\$431	\$603	\$820	\$630	\$714	\$592
	More Than 1,000 Lawyers	Partner	41	\$803	\$968	\$1,254	\$1,054	\$1,120	\$1,116
		Associate	38	\$555	\$677	\$957	\$792	\$692	\$695
Corporate: Treasury	501-1,000 Lawyers	Partner	17	\$975	\$1,026	\$1,133	\$1,048	\$1,025	\$1,036
		Associate	39	\$501	\$640	\$775	\$619	\$613	\$568
Employment and Labor: Compensation and Benefits	501-1,000 Lawyers	Partner	25	\$805	\$1,020	\$1,060	\$938	\$926	\$902
		Associate	11	\$401	\$533	\$645	\$531	\$627	\$570
Employment and Labor: Discrimination, Retaliation and Harassment / EEO	50 Lawyers or Fewer	Partner	15	\$294	\$362	\$485	\$393	\$410	\$362
	501-1,000 Lawyers	Partner	23	\$426	\$450	\$639	\$596	\$443	\$457
		Associate	23	\$243	\$315	\$377	\$361	\$296	\$329
	More Than 1,000 Lawyers	Partner	12	\$684	\$781	\$846	\$806	\$742	\$736

Section IV: In-Depth Analysis for Select US Cities

New York NY

By Practice Area and Firm Size

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Employment and Labor: Other	50 Lawyers or Fewer	Partner	27	\$365	\$573	\$653	\$551	\$606	\$590
		Associate	26	\$296	\$335	\$413	\$362	\$371	\$361
	51-200 Lawyers	Partner	15	\$405	\$542	\$613	\$509	\$613	\$584
	201-500 Lawyers	Partner	70	\$450	\$695	\$753	\$648	\$642	\$647
		Associate	73	\$306	\$395	\$544	\$424	\$431	\$432
	501-1,000 Lawyers	Partner	98	\$475	\$627	\$1,036	\$737	\$724	\$682
		Associate	100	\$354	\$523	\$719	\$555	\$523	\$496
	More Than 1,000 Lawyers	Partner	33	\$752	\$884	\$1,119	\$918	\$859	\$870
		Associate	28	\$480	\$586	\$750	\$609	\$602	\$566
Employment and Labor: Union Relations and Negotiations / NLRB	201-500 Lawyers	Partner	19	\$448	\$450	\$450	\$424	\$433	\$414
		Associate	16	\$240	\$300	\$332	\$283	\$293	\$269
	501-1,000 Lawyers	Partner	12	\$524	\$838	\$953	\$782	\$792	\$623
Environmental	More Than 1,000 Lawyers	Partner	20	\$1,285	\$1,412	\$1,460	\$1,291	\$984	\$860
Finance and Securities: Debt/Equity Offerings	501-1,000 Lawyers	Partner	37	\$944	\$1,201	\$1,288	\$1,103	\$1,066	\$989
		Associate	60	\$511	\$763	\$815	\$687	\$677	\$658
	More Than 1,000 Lawyers	Partner	17	\$651	\$1,034	\$1,100	\$927	\$952	\$853
Finance and Securities: Investments and Other Financial Instruments	50 Lawyers or Fewer	Partner	11	\$728	\$782	\$796	\$751	\$642	\$604
		Associate	14	\$323	\$388	\$426	\$376	\$431	\$415
	51-200 Lawyers	Partner	16	\$606	\$805	\$965	\$772	\$816	\$719
		Associate	11	\$475	\$535	\$691	\$545	\$478	\$444
	201-500 Lawyers	Partner	77	\$930	\$1,111	\$1,200	\$1,050	\$997	\$943
		Associate	76	\$442	\$616	\$736	\$613	\$545	\$501
	501-1,000 Lawyers	Partner	266	\$960	\$1,209	\$1,391	\$1,180	\$1,133	\$1,100
		Associate	551	\$568	\$704	\$872	\$725	\$694	\$671
	More Than 1,000 Lawyers	Partner	132	\$848	\$1,022	\$1,259	\$1,058	\$1,033	\$1,013
		Associate	99	\$506	\$676	\$850	\$695	\$677	\$632

Section IV: In-Depth Analysis for Select US Cities

New York NY

By Practice Area and Firm Size

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Finance and Securities: Loans and Financing	50 Lawyers or Fewer	Partner	18	\$333	\$608	\$810	\$583	\$678	\$629
	51-200 Lawyers	Partner	11	\$605	\$695	\$735	\$695	\$671	\$659
	201-500 Lawyers	Associate	116	\$556	\$720	\$823	\$691	\$664	\$600
	501-1,000 Lawyers	Partner	64	\$975	\$1,160	\$1,422	\$1,173	\$1,138	\$1,103
		Associate	88	\$654	\$778	\$895	\$761	\$674	\$659
	More Than 1,000 Lawyers	Partner	79	\$1,127	\$1,300	\$1,425	\$1,257	\$1,135	\$1,100
		Associate	130	\$630	\$859	\$979	\$812	\$744	\$686
Finance and Securities: Other	501-1,000 Lawyers	Associate	23	\$480	\$790	\$813	\$675	\$648	\$593
	More Than 1,000 Lawyers	Partner	11	\$828	\$920	\$945	\$886	\$909	\$858
		Associate	13	\$459	\$528	\$640	\$543	\$605	\$522
Finance and Securities: SEC Filings and Financial Reporting	501-1,000 Lawyers	Partner	42	\$798	\$1,025	\$1,204	\$1,038	\$1,049	\$1,017
		Associate	54	\$355	\$551	\$671	\$550	\$542	\$585
	More Than 1,000 Lawyers	Partner	11	\$973	\$1,100	\$1,239	\$1,106	\$1,122	\$1,069
Finance and Securities: Securities and Banking Regulations	501-1,000 Lawyers	Partner	38	\$928	\$1,235	\$1,330	\$1,135	\$1,204	\$1,121
		Associate	38	\$516	\$599	\$718	\$633	\$673	\$577
	More Than 1,000 Lawyers	Partner	19	\$627	\$733	\$848	\$784	\$845	\$799
		Associate	21	\$345	\$427	\$535	\$455	\$508	\$481
General Liability: Other	50 Lawyers or Fewer	Partner	17	\$158	\$165	\$210	\$240	\$205	\$166
		Associate	22	\$135	\$135	\$184	\$187	\$169	\$146
	More Than 1,000 Lawyers	Associate	15	\$530	\$624	\$810	\$628	\$444	\$413
General Liability: Personal Injury/Wrongful Death	201-500 Lawyers	Associate	17	\$202	\$210	\$210	\$218	\$218	\$218
General Liability: Product and Product Liability	50 Lawyers or Fewer	Partner	13	\$165	\$325	\$375	\$288	\$296	\$307
		Associate	12	\$135	\$238	\$285	\$220	\$251	\$250
	501-1,000 Lawyers	Associate	16	\$368	\$421	\$500	\$465	\$511	\$611
Insurance Defense: Auto and Transportation	51-200 Lawyers	Partner	24	\$145	\$175	\$190	\$177	\$186	\$208
		Associate	25	\$158	\$175	\$175	\$166	\$163	\$173

Section IV: In-Depth Analysis for Select US Cities

New York NY

By Practice Area and Firm Size

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Insurance Defense: Other	50 Lawyers or Fewer	Partner	19	\$182	\$191	\$231	\$217	\$202	\$188
		Associate	25	\$168	\$185	\$195	\$184	\$175	\$166
	51-200 Lawyers	Partner	60	\$186	\$190	\$209	\$225	\$227	\$226
		Associate	52	\$140	\$152	\$175	\$175	\$176	\$181
Insurance Defense: Personal Injury/Wrongful Death	51-200 Lawyers	Partner	24	\$145	\$172	\$200	\$175	\$180	\$199
	201-500 Lawyers	Partner	17	\$181	\$200	\$204	\$197	\$226	\$235
Insurance Defense: Product and Product Liability	51-200 Lawyers	Partner	15	\$190	\$203	\$220	\$229	\$234	\$209
Insurance Defense: Property Damage	50 Lawyers or Fewer	Associate	50	\$142	\$150	\$156	\$151	\$145	\$144
		Partner	30	\$190	\$205	\$248	\$238	\$221	\$197
	51-200 Lawyers	Associate	25	\$150	\$150	\$180	\$166	\$164	\$163
Intellectual Property: Patents	50 Lawyers or Fewer	Associate	24	\$343	\$465	\$465	\$426	\$401	\$332
		Partner	20	\$500	\$549	\$620	\$568	\$550	\$591
	51-200 Lawyers	Associate	24	\$288	\$322	\$383	\$343	\$316	\$335
		Partner	16	\$545	\$625	\$775	\$654	\$668	\$706
	201-500 Lawyers	Associate	14	\$328	\$375	\$375	\$372	\$409	\$424
		Partner	31	\$928	\$1,142	\$1,212	\$1,087	\$947	\$926
	501-1,000 Lawyers	Associate	44	\$541	\$739	\$785	\$677	\$617	\$619
		Partner	27	\$829	\$927	\$1,025	\$952	\$905	\$853
Intellectual Property: Trademarks	50 Lawyers or Fewer	Partner	19	\$440	\$524	\$608	\$526	\$519	\$508
		Associate	27	\$240	\$335	\$387	\$322	\$310	\$317
Real Estate: Other	50 Lawyers or Fewer	Partner	16	\$350	\$350	\$481	\$415	\$376	\$426
		Associate	13	\$275	\$325	\$350	\$313	\$313	\$292
Requests for Information: Subpoena	501-1,000 Lawyers	Partner	12	\$1,021	\$1,182	\$1,288	\$1,170	\$1,056	\$1,068
		Associate	43	\$125	\$560	\$753	\$467	\$457	\$647

Section IV: In-Depth Analysis for Select US Cities

Philadelphia PA

By Practice Area and Firm Size

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Bankruptcy and Collections	201-500 Lawyers	Partner	20	\$415	\$500	\$526	\$503	\$520	\$568
		Associate	17	\$278	\$300	\$308	\$309	\$295	\$315
Commercial	50 Lawyers or Fewer	Partner	15	\$254	\$513	\$674	\$511	\$512	\$364
		Associate	19	\$204	\$293	\$302	\$297	\$288	\$260
	51-200 Lawyers	Partner	19	\$292	\$510	\$643	\$493	\$538	\$559
		Associate	14	\$266	\$307	\$320	\$287	\$302	\$271
	201-500 Lawyers	Partner	47	\$430	\$550	\$690	\$565	\$582	\$618
		Associate	32	\$272	\$300	\$380	\$331	\$335	\$330
	501-1,000 Lawyers	Partner	47	\$570	\$640	\$765	\$687	\$690	\$595
		Associate	33	\$353	\$439	\$491	\$470	\$422	\$377
	More Than 1,000 Lawyers	Partner	25	\$578	\$715	\$765	\$682	\$709	\$672
		Associate	33	\$340	\$431	\$540	\$449	\$419	\$450
Corporate: Mergers, Acquisitions and Divestitures	51-200 Lawyers	Partner	13	\$558	\$769	\$875	\$714	\$687	\$665
	201-500 Lawyers	Partner	13	\$485	\$525	\$595	\$533	\$515	\$531
Corporate: Other	51-200 Lawyers	Partner	48	\$463	\$608	\$743	\$590	\$576	\$588
		Associate	46	\$300	\$330	\$378	\$341	\$331	\$313
	201-500 Lawyers	Partner	43	\$495	\$545	\$685	\$577	\$522	\$559
		Associate	41	\$302	\$325	\$370	\$346	\$328	\$296
	501-1,000 Lawyers	Partner	30	\$575	\$595	\$901	\$706	\$759	\$698
		Associate	37	\$360	\$425	\$542	\$473	\$472	\$405
	More Than 1,000 Lawyers	Partner	102	\$674	\$792	\$850	\$792	\$739	\$716
		Associate	114	\$390	\$450	\$520	\$459	\$429	\$355
Corporate: Regulatory and Compliance	51-200 Lawyers	Partner	20	\$600	\$700	\$805	\$710	\$759	\$672
		Associate	12	\$318	\$450	\$468	\$409	\$347	\$247
	201-500 Lawyers	Partner	15	\$422	\$537	\$595	\$511	\$489	\$540
		Associate	16	\$238	\$257	\$323	\$289	\$301	\$298
	501-1,000 Lawyers	Partner	13	\$640	\$760	\$844	\$745	\$753	\$650
	More Than 1,000 Lawyers	Partner	31	\$602	\$716	\$795	\$732	\$741	\$716
		Associate							

Section IV: In-Depth Analysis for Select US Cities

Philadelphia PA

By Practice Area and Firm Size

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Employment and Labor: Discrimination, Retaliation and Harassment / EEO	More Than 1,000 Lawyers	Partner	12	\$473	\$585	\$726	\$600	\$589	\$558
Employment and Labor: Other	501-1,000 Lawyers	Partner	14	\$523	\$595	\$782	\$650	\$555	\$505
		Associate	13	\$285	\$330	\$415	\$358	\$399	\$364
	More Than 1,000 Lawyers	Partner	33	\$578	\$695	\$850	\$707	\$691	\$685
Finance and Securities: Investments and Other Financial Instruments	51-200 Lawyers	Partner	17	\$623	\$726	\$808	\$694	\$703	\$663
		Associate	19	\$305	\$329	\$423	\$369	\$398	\$357
	More Than 1,000 Lawyers	Partner	15	\$678	\$872	\$872	\$776	\$813	\$730
Finance and Securities: Loans and Financing	More Than 1,000 Lawyers	Partner	12	\$703	\$1,020	\$1,387	\$977	\$902	\$814
		Associate	12	\$399	\$528	\$768	\$576	\$512	\$497
General Liability: Asbestos/Mesothelioma	201-500 Lawyers	Associate	14	\$198	\$275	\$300	\$255	\$262	\$313
General Liability: Product and Product Liability	51-200 Lawyers	Partner	13	\$330	\$408	\$477	\$397	\$386	\$332
		Associate	13	\$236	\$253	\$319	\$272	\$249	\$224
	201-500 Lawyers	Partner	12	\$481	\$500	\$649	\$529	\$464	\$466
		Associate	18	\$300	\$300	\$338	\$326	\$297	\$297
Insurance Defense: Auto and Transportation	50 Lawyers or Fewer	Partner	22	\$170	\$175	\$175	\$168	\$167	\$158
		Associate	35	\$150	\$160	\$160	\$156	\$153	\$151
Insurance Defense: Other	50 Lawyers or Fewer	Partner	21	\$174	\$175	\$180	\$176	\$174	\$160
		Associate	43	\$160	\$160	\$179	\$166	\$160	\$154
	51-200 Lawyers	Partner	11	\$189	\$200	\$305	\$253	\$229	\$217
		Associate	11	\$155	\$175	\$183	\$170	\$182	\$170

Section IV: In-Depth Analysis for Select US Cities

Philadelphia PA

By Practice Area and Firm Size

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Intellectual Property: Patents	50 Lawyers or Fewer	Partner	15	\$485	\$575	\$629	\$591	\$559	\$539
	201-500 Lawyers	Associate	11	\$274	\$276	\$325	\$307	\$300	\$341
	501-1,000 Lawyers	Partner	16	\$523	\$632	\$760	\$649	\$640	\$601
		Associate	16	\$346	\$385	\$425	\$389	\$367	\$370

Section IV: In-Depth Analysis for Select US Cities

San Francisco CA

By Practice Area and Firm Size

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Commercial	51-200 Lawyers	Partner	11	\$347	\$460	\$762	\$562	\$641	\$489
	501-1,000 Lawyers	Partner	14	\$779	\$842	\$1,308	\$1,052	\$902	\$717
		Associate	14	\$370	\$448	\$690	\$536	\$534	\$525
	More Than 1,000 Lawyers	Partner	14	\$767	\$820	\$1,012	\$894	\$780	\$741
Corporate: Other	51-200 Lawyers	Partner	11	\$367	\$625	\$663	\$531	\$585	\$692
	501-1,000 Lawyers	Partner	35	\$697	\$820	\$984	\$858	\$775	\$765
		Associate	28	\$475	\$551	\$629	\$567	\$544	\$526
	More Than 1,000 Lawyers	Partner	27	\$834	\$964	\$1,098	\$958	\$842	\$813
		Associate	21	\$423	\$493	\$678	\$541	\$441	\$519
Corporate: Regulatory and Compliance	50 Lawyers or Fewer	Associate	12	\$379	\$413	\$510	\$444	\$478	\$415
	501-1,000 Lawyers	Partner	17	\$639	\$892	\$982	\$873	\$731	\$702
		Associate	11	\$440	\$595	\$673	\$576	\$561	\$445
	More Than 1,000 Lawyers	Partner	16	\$739	\$828	\$881	\$818	\$714	\$780
Employment and Labor: Discrimination, Retaliation and Harassment / EEO	501-1,000 Lawyers	Partner	16	\$393	\$480	\$504	\$476	\$446	\$436
Employment and Labor: Other	50 Lawyers or Fewer	Associate	15	\$250	\$250	\$285	\$276	\$322	\$335
	501-1,000 Lawyers	Partner	27	\$450	\$515	\$630	\$543	\$504	\$465
		Associate	12	\$322	\$376	\$408	\$376	\$319	\$297
	More Than 1,000 Lawyers	Partner	13	\$692	\$815	\$988	\$831	\$767	\$709
Finance and Securities: Investments and Other Financial Instruments	501-1,000 Lawyers	Partner	20	\$697	\$852	\$1,065	\$943	\$906	\$949
		Associate	12	\$534	\$586	\$674	\$627	\$620	\$636

Section IV: In-Depth Analysis for Select US Cities

San Francisco CA

By Practice Area and Firm Size

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Intellectual Property: Patents	501-1,000 Lawyers	Partner	15	\$848	\$1,055	\$1,144	\$992	\$913	\$825
	More Than 1,000 Lawyers	Partner	16	\$801	\$950	\$1,028	\$909	\$876	\$850
		Associate	16	\$475	\$500	\$598	\$550	\$539	\$529

Section IV: In-Depth Analysis for Select US Cities

Washington DC

By Practice Area and Firm Size

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Commercial	50 Lawyers or Fewer	Partner	16	\$553	\$630	\$734	\$623	\$567	\$488
		Associate							
	51-200 Lawyers	Partner	18	\$526	\$582	\$683	\$604	\$595	\$635
		Associate							
	201-500 Lawyers	Partner	55	\$564	\$640	\$743	\$662	\$700	\$682
		Associate	40	\$340	\$427	\$498	\$414	\$435	\$437
	501-1,000 Lawyers	Partner	86	\$615	\$804	\$975	\$856	\$831	\$746
		Associate	57	\$415	\$493	\$630	\$542	\$516	\$478
Corporate: Antitrust and Competition	501-1,000 Lawyers	Partner	82	\$742	\$857	\$985	\$855	\$883	\$848
		Associate	42	\$431	\$574	\$685	\$603	\$556	\$545
	More Than 1,000 Lawyers	Partner	34	\$740	\$866	\$1,036	\$870	\$869	\$812
		Associate	16	\$516	\$610	\$709	\$601	\$513	\$487
Corporate: Mergers, Acquisitions and Divestitures	501-1,000 Lawyers	Partner	21	\$778	\$840	\$908	\$851	\$875	\$779
		Associate	19	\$430	\$527	\$585	\$531	\$594	\$565
	More Than 1,000 Lawyers	Partner	22	\$848	\$942	\$1,140	\$991	\$972	\$891
		Associate	11	\$625	\$625	\$703	\$672	\$501	\$566
Corporate: Other	50 Lawyers or Fewer	Partner	62	\$825	\$910	\$1,100	\$989	\$821	\$816
		Associate	51	\$460	\$579	\$685	\$588	\$489	\$471
	51-200 Lawyers	Partner	33	\$449	\$546	\$631	\$538	\$549	\$515
		Associate	30	\$294	\$355	\$553	\$401	\$382	\$340
	201-500 Lawyers	Partner	47	\$642	\$755	\$865	\$734	\$738	\$693
		Associate	30	\$417	\$505	\$640	\$512	\$500	\$443
	501-1,000 Lawyers	Partner	116	\$626	\$750	\$833	\$731	\$721	\$692
		Associate	72	\$331	\$388	\$528	\$434	\$444	\$436
	More Than 1,000 Lawyers	Partner	159	\$741	\$848	\$915	\$851	\$782	\$781
		Associate	150	\$465	\$500	\$600	\$524	\$486	\$499
	More Than 1,000 Lawyers	Partner	201	\$761	\$845	\$950	\$870	\$848	\$837
		Associate	181	\$440	\$560	\$650	\$572	\$536	\$536

Section IV: In-Depth Analysis for Select US Cities

Washington DC

By Practice Area and Firm Size

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Corporate: Regulatory and Compliance	50 Lawyers or Fewer	Partner	54	\$501	\$552	\$625	\$565	\$542	\$517
		Associate	22	\$264	\$275	\$330	\$301	\$316	\$305
	51-200 Lawyers	Partner	33	\$573	\$705	\$851	\$710	\$689	\$682
		Associate	28	\$333	\$365	\$472	\$406	\$434	\$410
	201-500 Lawyers	Partner	70	\$627	\$705	\$764	\$716	\$704	\$695
		Associate	39	\$350	\$448	\$560	\$468	\$436	\$414
	501-1,000 Lawyers	Partner	170	\$753	\$867	\$1,039	\$902	\$856	\$811
		Associate	142	\$494	\$554	\$662	\$582	\$522	\$498
	More Than 1,000 Lawyers	Partner	117	\$815	\$914	\$1,052	\$934	\$869	\$830
		Associate	99	\$465	\$595	\$704	\$596	\$558	\$583
Corporate: Tax	51-200 Lawyers	Partner	18	\$672	\$727	\$809	\$750	\$744	\$733
		Associate	40	\$349	\$479	\$733	\$588	\$669	\$593
	More Than 1,000 Lawyers	Partner	48	\$806	\$885	\$1,009	\$927	\$985	\$1,020
Employment and Labor: Other	51-200 Lawyers	Partner	14	\$733	\$760	\$820	\$774	\$733	\$728
		Associate	27	\$625	\$636	\$656	\$599	\$556	\$459
	201-500 Lawyers	Partner	30	\$508	\$647	\$776	\$626	\$679	\$563
		Associate	27	\$625	\$636	\$656	\$599	\$556	\$459
	501-1,000 Lawyers	Partner	48	\$660	\$865	\$960	\$837	\$780	\$752
		Associate	40	\$490	\$555	\$641	\$564	\$511	\$509
Environmental	501-1,000 Lawyers	Partner	13	\$613	\$700	\$801	\$714	\$732	\$751
		Associate	16	\$400	\$515	\$564	\$491	\$455	\$472
	More Than 1,000 Lawyers	Partner	12	\$785	\$1,000	\$1,015	\$928	\$876	\$846
		Associate	30	\$356	\$400	\$445	\$451	\$453	\$446
	201-500 Lawyers	Partner	13	\$705	\$795	\$920	\$860	\$803	\$738
		Associate	24	\$555	\$703	\$873	\$694	\$673	\$702
Finance and Securities: Investments and Other Financial Instruments	501-1,000 Lawyers	Partner	62	\$836	\$1,062	\$1,271	\$1,053	\$1,038	\$985
		Associate	24	\$555	\$703	\$873	\$694	\$673	\$702
	More Than 1,000 Lawyers	Partner	53	\$838	\$936	\$1,238	\$1,039	\$976	\$974
		Associate	18	\$499	\$620	\$838	\$679	\$712	\$694
Finance and Securities: Loans and Financing	201-500 Lawyers	Partner	19	\$659	\$746	\$817	\$758	\$754	\$765
	More Than 1,000 Lawyers	Partner	23	\$1,035	\$1,175	\$1,402	\$1,178	\$1,026	\$992

Section IV: In-Depth Analysis for Select US Cities

Washington DC

By Practice Area and Firm Size

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Practice Area	Firm Size	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Finance and Securities: Securities and Banking Regulations	501-1,000 Lawyers	Partner	11	\$696	\$932	\$1,132	\$921	\$903	\$920
	More Than 1,000 Lawyers	Partner	12	\$740	\$823	\$900	\$821	\$809	\$790
General Liability: Product and Product Liability	201-500 Lawyers	Partner	15	\$646	\$706	\$875	\$728	\$726	\$665
	501-1,000 Lawyers	Partner	19	\$490	\$667	\$836	\$673	\$725	\$725
		Associate	13	\$489	\$490	\$540	\$516	\$516	\$491
	More Than 1,000 Lawyers	Associate	15	\$516	\$560	\$648	\$574	\$504	\$474
Government Relations	501-1,000 Lawyers	Partner	27	\$774	\$809	\$963	\$841	\$722	\$668
	More Than 1,000 Lawyers	Partner	13	\$840	\$910	\$1,345	\$1,063	\$792	\$853
		Associate	13	\$560	\$685	\$780	\$701	\$596	\$640
Intellectual Property: Other	201-500 Lawyers	Partner	19	\$598	\$758	\$888	\$748	\$721	\$656
	501-1,000 Lawyers	Partner	17	\$625	\$650	\$852	\$732	\$721	\$727
Intellectual Property: Patents	50 Lawyers or Fewer	Partner	18	\$400	\$415	\$520	\$497	\$481	\$486
		Associate	17	\$300	\$300	\$325	\$297	\$314	\$316
	51-200 Lawyers	Partner	36	\$370	\$461	\$602	\$510	\$517	\$528
		Associate	36	\$289	\$305	\$366	\$328	\$314	\$329
	201-500 Lawyers	Partner	40	\$550	\$675	\$808	\$686	\$686	\$693
		Associate	39	\$350	\$380	\$470	\$420	\$429	\$436
	501-1,000 Lawyers	Partner	63	\$775	\$890	\$1,030	\$895	\$870	\$831
		Associate	76	\$450	\$595	\$690	\$587	\$589	\$541
	More Than 1,000 Lawyers	Partner	34	\$762	\$933	\$1,105	\$947	\$851	\$786
		Associate	32	\$483	\$615	\$744	\$619	\$509	\$470

Section V: International Analysis



2018 Real Rate Report

Section V: International Analysis

Countries

Q3 2018 -- Real Rates for Partners, Associates, and Paralegals

Trend Analysis (Mean)

Country	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Argentina	Partner	37	\$90	\$99	\$344	\$212	\$198	\$233
	Associate	62	\$136	\$200	\$264	\$206	\$203	\$215
Australia	Partner	129	\$419	\$522	\$609	\$527	\$528	\$529
	Associate	225	\$267	\$321	\$417	\$343	\$337	\$329
	Paralegal	46	\$137	\$172	\$191	\$193	\$194	\$169
Austria	Partner	14	\$412	\$477	\$809	\$588	\$544	\$520
	Associate	18	\$309	\$416	\$688	\$484	\$422	\$456
Belgium	Partner	37	\$491	\$633	\$782	\$638	\$571	\$603
	Associate	116	\$255	\$387	\$505	\$406	\$399	\$389
	Paralegal	18	\$154	\$230	\$292	\$238	\$256	\$220
Brazil	Partner	103	\$300	\$390	\$463	\$386	\$388	\$372
	Associate	194	\$180	\$230	\$295	\$242	\$229	\$217
	Paralegal	68	\$75	\$82	\$140	\$118	\$126	\$135
Canada	Partner	920	\$390	\$515	\$698	\$558	\$549	\$545
	Associate	776	\$251	\$350	\$457	\$376	\$348	\$338
	Paralegal	546	\$130	\$185	\$259	\$197	\$189	\$181
Chile	Partner	13	\$270	\$320	\$325	\$312	\$291	\$312
	Associate	20	\$178	\$200	\$220	\$208	\$201	\$218
China	Partner	122	\$463	\$600	\$840	\$643	\$670	\$646
	Associate	217	\$230	\$335	\$450	\$355	\$366	\$350
	Paralegal	86	\$133	\$190	\$255	\$200	\$210	\$229
Colombia	Associate	22	\$185	\$250	\$326	\$259	\$223	\$221
Czech Republic	Partner	11	\$336	\$417	\$494	\$436	\$379	\$389
	Associate	19	\$198	\$297	\$339	\$272	\$273	\$241
	Paralegal	13	\$84	\$93	\$125	\$122	\$106	\$130
Denmark	Partner	18	\$419	\$475	\$510	\$474	\$461	\$451
	Associate	21	\$209	\$325	\$373	\$306	\$304	\$276
Finland	Partner	16	\$544	\$573	\$625	\$560	\$527	\$517
	Associate	47	\$246	\$304	\$374	\$319	\$328	\$306
	Paralegal	16	\$86	\$101	\$196	\$140	\$138	\$144
France	Partner	123	\$431	\$506	\$611	\$534	\$538	\$517
	Associate	233	\$257	\$311	\$403	\$347	\$331	\$344
	Paralegal	39	\$175	\$223	\$261	\$222	\$189	\$161
Germany	Partner	278	\$368	\$484	\$654	\$515	\$488	\$474
	Associate	415	\$325	\$370	\$451	\$393	\$363	\$376
	Paralegal	87	\$176	\$206	\$246	\$204	\$205	\$194

Section V: International Analysis

Countries

Q3 2018 -- Real Rates for Partners, Associates, and Paralegals

Trend Analysis (Mean)

Country	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Greece	Partner	11	\$279	\$302	\$743	\$465	\$488	\$326
	Associate	20	\$151	\$214	\$240	\$236	\$219	\$194
Hong Kong	Partner	70	\$645	\$798	\$932	\$799	\$805	\$807
	Associate	136	\$200	\$362	\$537	\$389	\$419	\$491
	Paralegal	60	\$220	\$254	\$308	\$266	\$255	\$267
India	Partner	47	\$300	\$350	\$418	\$384	\$367	\$374
	Associate	93	\$200	\$224	\$250	\$218	\$193	\$211
Indonesia	Partner	15	\$510	\$576	\$615	\$572	\$555	\$496
	Associate	46	\$180	\$248	\$350	\$265	\$285	\$241
Ireland	Partner	57	\$414	\$509	\$616	\$525	\$530	\$502
	Associate	63	\$296	\$368	\$429	\$371	\$381	\$363
	Paralegal	37	\$150	\$195	\$245	\$209	\$208	\$222
Israel	Partner	40	\$257	\$396	\$439	\$373	\$372	\$387
	Associate	56	\$190	\$241	\$300	\$249	\$238	\$244
	Paralegal	13	\$100	\$175	\$206	\$157	\$138	\$141
Italy	Partner	34	\$371	\$440	\$584	\$493	\$506	\$481
	Associate	93	\$222	\$289	\$358	\$312	\$295	\$283
	Paralegal	24	\$135	\$157	\$190	\$165	\$153	\$176
Japan	Partner	92	\$300	\$319	\$595	\$423	\$437	\$406
	Associate	67	\$230	\$320	\$428	\$348	\$315	\$303
	Paralegal	36	\$130	\$168	\$211	\$171	\$150	\$148
Korea, Republic of	Partner	175	\$496	\$577	\$720	\$596	\$567	\$563
	Associate	204	\$244	\$308	\$380	\$310	\$298	\$304
	Paralegal	55	\$153	\$199	\$250	\$199	\$219	\$191
Luxembourg	Partner	49	\$684	\$764	\$868	\$753	\$670	\$673
	Associate	96	\$291	\$383	\$488	\$400	\$397	\$383
	Paralegal	13	\$205	\$250	\$277	\$236	\$249	\$260
Mexico	Partner	37	\$200	\$258	\$350	\$294	\$258	\$316
	Associate	61	\$180	\$225	\$324	\$256	\$211	\$219
	Paralegal	19	\$81	\$95	\$114	\$105	\$140	\$107
Netherlands	Partner	80	\$468	\$627	\$719	\$594	\$571	\$577
	Associate	183	\$294	\$377	\$473	\$391	\$374	\$388
	Paralegal	25	\$202	\$226	\$276	\$247	\$237	\$199
New Zealand	Partner	15	\$309	\$451	\$500	\$402	\$422	\$442
	Associate	35	\$163	\$295	\$410	\$322	\$296	\$310

Section V: International Analysis

Countries

Q3 2018 -- Real Rates for Partners, Associates, and Paralegals

Trend Analysis (Mean)

Country	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Norway	Partner	24	\$365	\$413	\$533	\$440	\$400	\$371
	Associate	17	\$251	\$317	\$400	\$327	\$212	\$239
Philippines	Associate	13	\$184	\$202	\$273	\$210	\$217	\$198
Poland	Partner	17	\$216	\$256	\$376	\$316	\$448	\$347
	Associate	55	\$113	\$207	\$258	\$207	\$250	\$200
Romania	Associate	13	\$155	\$176	\$223	\$186	\$175	\$170
Russian Federation	Partner	29	\$343	\$700	\$751	\$638	\$659	\$643
	Associate	77	\$283	\$300	\$400	\$354	\$363	\$341
	Paralegal	71	\$150	\$150	\$211	\$174	\$187	\$166
Singapore	Partner	36	\$483	\$645	\$844	\$639	\$590	\$627
	Associate	53	\$288	\$424	\$515	\$421	\$421	\$427
South Africa	Partner	38	\$268	\$311	\$357	\$332	\$307	\$308
	Associate	26	\$148	\$176	\$208	\$171	\$170	\$146
Spain	Partner	51	\$324	\$487	\$600	\$480	\$495	\$494
	Associate	119	\$220	\$322	\$445	\$341	\$353	\$350
	Paralegal	23	\$164	\$174	\$245	\$201	\$188	\$162
Sweden	Partner	16	\$385	\$446	\$460	\$432	\$433	\$452
	Associate	27	\$223	\$276	\$359	\$300	\$289	\$287
Switzerland	Partner	29	\$389	\$396	\$605	\$499	\$530	\$518
	Associate	50	\$235	\$287	\$389	\$324	\$358	\$358
Taiwan	Partner	39	\$345	\$401	\$539	\$443	\$402	\$344
	Associate	116	\$150	\$194	\$283	\$230	\$202	\$185
	Paralegal	64	\$150	\$200	\$200	\$178	\$167	\$150
Thailand	Partner	20	\$265	\$525	\$670	\$479	\$489	\$492
	Associate	18	\$287	\$337	\$400	\$340	\$286	\$262
Turkey	Partner	20	\$316	\$411	\$473	\$405	\$369	\$355
	Associate	43	\$169	\$219	\$277	\$223	\$205	\$200
United Arab Emirates	Partner	29	\$645	\$735	\$782	\$763	\$708	\$704
	Associate	48	\$428	\$490	\$557	\$477	\$544	\$549
	Paralegal	11	\$263	\$354	\$362	\$315	\$332	\$263
United Kingdom	Partner	576	\$540	\$696	\$871	\$718	\$696	\$720
	Associate	978	\$350	\$457	\$601	\$487	\$454	\$474
	Paralegal	285	\$175	\$208	\$264	\$221	\$218	\$217
United States	Partner	15479	\$380	\$585	\$845	\$642	\$617	\$599
	Associate	15530	\$275	\$405	\$588	\$452	\$429	\$413
	Paralegal	7638	\$125	\$193	\$268	\$206	\$197	\$191

Section V: International Analysis

Australia

By Role

Q3 2018 -- Real Rates for Partners, Associates, and Paralegals

Trend Analysis (Mean)

Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Partner	129	\$419	\$522	\$609	\$527	\$528	\$529
Associate	225	\$267	\$321	\$417	\$343	\$337	\$329
Paralegal	46	\$137	\$172	\$191	\$193	\$194	\$169

Section V: International Analysis

Australia

By Practice Area and Matter Type

Q3 2018 -- Real Rates for Partners, Associates, and Paralegals

Trend Analysis (Mean)

Practice Area	MatterType	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Commercial	Non-Litigation	Partner	25	\$415	\$447	\$534	\$493	\$446	\$418
		Associate	41	\$234	\$296	\$362	\$308	\$284	\$273
Corporate: Other	Non-Litigation	Partner	11	\$518	\$564	\$635	\$569	\$568	\$641
		Associate	28	\$302	\$335	\$395	\$341	\$352	\$380
Corporate: Regulatory and Compliance	Non-Litigation	Partner	27	\$365	\$527	\$562	\$483	\$475	\$586
		Associate	40	\$242	\$297	\$382	\$307	\$318	\$306
Intellectual Property: Patents	Litigation	Partner	13	\$421	\$650	\$710	\$586	\$576	\$507
		Associate	45	\$295	\$338	\$434	\$352	\$347	\$309
	Non-Litigation	Partner	17	\$452	\$500	\$560	\$498	\$554	\$498
		Associate	13	\$288	\$405	\$457	\$383	\$411	\$387

Section V: International Analysis

Australia

By Industry Group and Matter Type

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Industry Group	MatterType	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Financials Excluding Insurance	Non-Litigation	Partner	15	\$569	\$604	\$641	\$628	\$640	\$611
		Associate	23	\$303	\$360	\$459	\$381	\$366	\$381
Health Care	Litigation	Partner	19	\$351	\$446	\$682	\$536	\$520	\$514
		Associate	57	\$295	\$340	\$434	\$354	\$320	\$312
	Non-Litigation	Partner	21	\$453	\$535	\$611	\$540	\$522	\$528
		Associate	28	\$303	\$395	\$456	\$379	\$341	\$339
Industrials	Non-Litigation	Partner	16	\$460	\$595	\$694	\$589	\$607	\$541
		Associate	16	\$338	\$420	\$561	\$448	\$453	\$330
Technology and Telecommunications	Non-Litigation	Partner	42	\$366	\$517	\$538	\$483	\$515	\$548
		Associate	76	\$239	\$296	\$328	\$299	\$313	\$312

Section V: International Analysis

Australia

By Firm Size

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Firm Size	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
50 Lawyers or Fewer	Partner	12	\$400	\$534	\$536	\$494	\$514	\$535
	Associate	19	\$258	\$308	\$331	\$318	\$317	\$327
51-200 Lawyers	Partner	23	\$418	\$425	\$539	\$466	\$447	\$419
	Associate	58	\$235	\$306	\$345	\$307	\$336	\$277
201-500 Lawyers	Associate	16	\$303	\$325	\$404	\$357	\$360	\$333
501-1,000 Lawyers	Associate	12	\$316	\$340	\$457	\$376	\$339	\$343
More Than 1,000 Lawyers	Partner	21	\$522	\$610	\$720	\$644	\$637	\$575
	Associate	49	\$316	\$395	\$474	\$409	\$388	\$342

Section V: International Analysis

Canada

By Role

Q3 2018 -- Real Rates for Partners, Associates, and Paralegals

Trend Analysis (Mean)

Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Partner	920	\$390	\$515	\$698	\$558	\$549	\$545
Associate	776	\$251	\$350	\$457	\$376	\$348	\$338
Paralegal	546	\$130	\$185	\$259	\$197	\$189	\$181

Section V: International Analysis

Canada

By Practice Area and Matter Type

Q3 2018 -- Real Rates for Partners, Associates, and Paralegals

Trend Analysis (Mean)

Practice Area	MatterType	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Commercial	Litigation	Partner	162	\$365	\$495	\$670	\$517	\$512	\$509
		Associate	179	\$275	\$360	\$456	\$383	\$349	\$342
		Paralegal	162	\$133	\$185	\$255	\$196	\$181	\$174
	Non-Litigation	Partner	145	\$429	\$635	\$818	\$634	\$644	\$641
		Associate	102	\$309	\$430	\$574	\$447	\$412	\$405
		Paralegal	59	\$144	\$230	\$285	\$231	\$229	\$216
Corporate: Governance	Non-Litigation	Paralegal	12	\$129	\$175	\$241	\$188	\$139	\$147
Corporate: Mergers, Acquisitions and Divestitures	Non-Litigation	Partner	16	\$470	\$516	\$563	\$555	\$656	\$650
		Associate	16	\$307	\$372	\$406	\$382	\$368	\$392
		Paralegal	18	\$169	\$202	\$227	\$195	\$186	\$197
Corporate: Other	Litigation	Partner	64	\$405	\$526	\$657	\$542	\$489	\$476
		Associate	61	\$298	\$395	\$482	\$418	\$346	\$316
		Paralegal	58	\$153	\$203	\$253	\$209	\$190	\$178
	Non-Litigation	Partner	202	\$498	\$637	\$805	\$651	\$612	\$594
		Associate	146	\$362	\$449	\$575	\$480	\$436	\$418
		Paralegal	146	\$157	\$231	\$276	\$222	\$209	\$189
Corporate: Regulatory and Compliance	Litigation	Partner	12	\$531	\$683	\$816	\$649	\$549	\$593
	Non-Litigation	Partner	47	\$470	\$608	\$687	\$599	\$580	\$580
		Associate	33	\$312	\$382	\$461	\$400	\$353	\$361
Corporate: Tax	Non-Litigation	Partner	26	\$603	\$789	\$856	\$725	\$719	\$781
Employment and Labor: Other	Litigation	Partner	18	\$421	\$505	\$627	\$550	\$520	\$431
	Non-Litigation	Partner	42	\$392	\$439	\$522	\$488	\$489	\$512
		Associate	21	\$262	\$286	\$376	\$321	\$343	\$335
Employment and Labor: Wrongful Termination	Litigation	Partner	12	\$383	\$441	\$509	\$472	\$428	\$396
Finance and Securities: Investments and Other Financial Instruments	Non-Litigation	Partner	98	\$545	\$749	\$855	\$708	\$666	\$628
		Associate	47	\$361	\$458	\$656	\$511	\$470	\$409
		Paralegal	52	\$194	\$300	\$322	\$269	\$239	\$208
Finance and Securities: Loans and Financing	Non-Litigation	Partner	21	\$552	\$674	\$781	\$660	\$652	\$578

Section V: International Analysis

Canada

By Practice Area and Matter Type

Q3 2018 -- Real Rates for Partners, Associates, and Paralegals

Trend Analysis (Mean)

Practice Area	MatterType	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
General Liability: Product and Product Liability	Litigation	Partner	26	\$391	\$502	\$583	\$516	\$491	\$480
		Associate	14	\$203	\$297	\$396	\$311	\$269	\$263
Insurance Defense: Other	Litigation	Partner	22	\$206	\$245	\$313	\$272	\$265	\$295
Intellectual Property: Patents	Litigation	Partner	24	\$395	\$528	\$667	\$544	\$511	\$514
		Associate	18	\$210	\$334	\$420	\$314	\$286	\$256
	Non-Litigation	Partner	26	\$344	\$440	\$493	\$432	\$434	\$416
		Associate	24	\$198	\$286	\$311	\$255	\$249	\$247
Intellectual Property: Trademarks	Non-Litigation	Partner	23	\$410	\$490	\$593	\$507	\$487	\$492
		Associate	12	\$183	\$221	\$271	\$240	\$233	\$261
Real Estate: Other	Non-Litigation	Partner	17	\$589	\$679	\$1,182	\$863	\$613	\$506

Section V: International Analysis

Canada

By Industry Group and Matter Type

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Industry Group	MatterType	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Consumer Goods	Non-Litigation	Partner	17	\$489	\$590	\$664	\$590	\$650	\$631
		Associate	18	\$222	\$272	\$415	\$331	\$394	\$302
Consumer Services	Non-Litigation	Partner	20	\$640	\$947	\$1,217	\$905	\$656	\$562
Financials Excluding Insurance	Litigation	Partner	339	\$350	\$430	\$585	\$481	\$472	\$471
	Non-Litigation	Partner	387	\$484	\$660	\$834	\$656	\$643	\$622
		Associate	271	\$339	\$445	\$578	\$471	\$428	\$406
Health Care	Litigation	Partner	44	\$414	\$536	\$652	\$539	\$525	\$516
		Associate	30	\$222	\$329	\$416	\$313	\$284	\$252
	Non-Litigation	Partner	28	\$418	\$483	\$559	\$477	\$498	\$501
		Associate	18	\$240	\$315	\$325	\$288	\$307	\$331
Industrials	Litigation	Partner	32	\$324	\$391	\$441	\$405	\$400	\$425
		Associate	23	\$180	\$275	\$321	\$282	\$254	\$271
	Non-Litigation	Partner	69	\$335	\$433	\$512	\$455	\$448	\$469
		Associate	45	\$210	\$263	\$345	\$279	\$305	\$295
Technology and Telecommunications	Litigation	Partner	19	\$440	\$518	\$537	\$501	\$477	\$470
		Associate	18	\$211	\$279	\$355	\$291	\$275	\$264
	Non-Litigation	Partner	82	\$398	\$474	\$594	\$497	\$499	\$516
		Associate	47	\$252	\$309	\$394	\$318	\$302	\$301

Section V: International Analysis

Canada

By Firm Size

Q3 2018 -- Real Rates for Partners and Associates						Trend Analysis (Mean)		
Firm Size	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
50 Lawyers or Fewer	Partner	82	\$347	\$370	\$467	\$405	\$396	\$402
	Associate	91	\$185	\$270	\$330	\$267	\$256	\$249
51-200 Lawyers	Partner	145	\$365	\$473	\$622	\$498	\$522	\$518
	Associate	113	\$220	\$300	\$394	\$332	\$337	\$331
201-500 Lawyers	Partner	339	\$441	\$598	\$805	\$621	\$585	\$577
	Associate	249	\$297	\$392	\$500	\$419	\$377	\$369
501-1,000 Lawyers	Partner	246	\$483	\$578	\$752	\$612	\$595	\$587
	Associate	221	\$306	\$396	\$505	\$425	\$379	\$363

Section V: International Analysis

France

By Role

Q3 2018 -- Real Rates for Partners, Associates, and Paralegals

Trend Analysis (Mean)

Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Partner	123	\$431	\$506	\$611	\$534	\$538	\$517
Associate	233	\$257	\$311	\$403	\$347	\$331	\$344
Paralegal	39	\$175	\$223	\$261	\$222	\$189	\$161

Section V: International Analysis

France

By Practice Area and Matter Type

Q3 2018 -- Real Rates for Partners, Associates, and Paralegals

Trend Analysis (Mean)

Practice Area	MatterType	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Commercial	Litigation	Partner	11	\$367	\$482	\$573	\$470	\$449	\$403
	Non-Litigation	Partner	15	\$457	\$470	\$523	\$482	\$502	\$478
		Associate	17	\$234	\$257	\$309	\$259	\$257	\$364
Corporate: Mergers, Acquisitions and Divestitures	Non-Litigation	Associate	13	\$311	\$620	\$735	\$561	\$398	\$372
Corporate: Other	Litigation	Associate	13	\$311	\$327	\$451	\$368	\$345	\$369
	Non-Litigation	Partner	47	\$362	\$477	\$554	\$482	\$477	\$450
		Associate	68	\$200	\$260	\$372	\$307	\$316	\$307
		Paralegal	12	\$174	\$220	\$256	\$223	\$200	\$135
Corporate: Regulatory and Compliance	Non-Litigation	Partner	15	\$472	\$584	\$635	\$573	\$535	\$492
		Associate	20	\$274	\$311	\$361	\$343	\$297	\$314
Employment and Labor: Other	Non-Litigation	Associate	11	\$285	\$335	\$380	\$339	\$328	\$309
Intellectual Property: Patents	Litigation	Associate	16	\$275	\$291	\$413	\$342	\$306	\$329
Intellectual Property: Trademarks	Non-Litigation	Associate	11	\$232	\$333	\$360	\$311	\$282	\$291

Section V: International Analysis

France

By Industry Group and Matter Type

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Industry Group	MatterType	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Financials Excluding Insurance	Non-Litigation	Partner	45	\$390	\$480	\$590	\$499	\$535	\$533
		Associate	78	\$220	\$303	\$411	\$337	\$340	\$349
Health Care	Litigation	Partner	11	\$566	\$630	\$736	\$659	\$580	\$589
		Associate	29	\$282	\$313	\$487	\$382	\$344	\$395
	Non-Litigation	Partner	15	\$540	\$611	\$713	\$620	\$540	\$531
		Associate	23	\$250	\$306	\$352	\$312	\$285	\$316
Industrials	Non-Litigation	Associate	21	\$319	\$462	\$729	\$535	\$430	\$372
Technology and Telecommunications	Non-Litigation	Partner	26	\$470	\$474	\$528	\$510	\$494	\$489
		Associate	39	\$246	\$280	\$327	\$285	\$280	\$284

Section V: International Analysis

France

By Firm Size

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Firm Size	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
50 Lawyers or Fewer	Partner	20	\$335	\$374	\$480	\$434	\$421	\$407
	Associate	29	\$150	\$220	\$260	\$222	\$226	\$228
51-200 Lawyers	Partner	12	\$470	\$470	\$499	\$474	\$481	\$460
	Associate	24	\$236	\$271	\$305	\$261	\$244	\$261
More Than 1,000 Lawyers	Partner	53	\$520	\$590	\$708	\$630	\$594	\$572
	Associate	123	\$300	\$383	\$475	\$408	\$376	\$386

Section V: International Analysis

Germany

By Role

Q3 2018 -- Real Rates for Partners, Associates, and Paralegals					Trend Analysis (Mean)		
Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Partner	278	\$368	\$484	\$654	\$515	\$488	\$474
Associate	415	\$325	\$370	\$451	\$393	\$363	\$376
Paralegal	87	\$176	\$206	\$246	\$204	\$205	\$194

Section V: International Analysis

Germany

By Practice Area and Matter Type

Q3 2018 -- Real Rates for Partners, Associates, and Paralegals

Trend Analysis (Mean)

Practice Area	MatterType	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Commercial	Non-Litigation	Partner	27	\$336	\$381	\$476	\$411	\$401	\$374
		Associate	38	\$309	\$327	\$341	\$353	\$312	\$312
Corporate: Mergers, Acquisitions and Divestitures	Non-Litigation	Partner	12	\$432	\$503	\$799	\$593	\$705	\$479
		Associate	31	\$360	\$471	\$537	\$442	\$391	\$400
Corporate: Other	Litigation	Associate	16	\$361	\$414	\$463	\$431	\$438	\$430
	Non-Litigation	Partner	13	\$380	\$477	\$595	\$533	\$479	\$459
		Associate	15	\$298	\$341	\$415	\$373	\$351	\$347
Corporate: Regulatory and Compliance	Non-Litigation	Partner	47	\$352	\$411	\$544	\$479	\$464	\$462
		Associate	68	\$319	\$339	\$382	\$372	\$353	\$384
Employment and Labor: Other	Non-Litigation	Associate	15	\$321	\$380	\$479	\$409	\$427	\$440
Finance and Securities: Investments and Other Financial Instruments	Non-Litigation	Associate	33	\$392	\$479	\$580	\$497	\$519	\$455
Finance and Securities: Loans and Financing	Non-Litigation	Partner	32	\$604	\$696	\$730	\$674	\$617	\$547
Intellectual Property: Patents	Litigation	Partner	34	\$446	\$573	\$714	\$575	\$521	\$498
		Associate	33	\$341	\$374	\$433	\$387	\$350	\$348
		Paralegal	12	\$185	\$210	\$251	\$207	\$185	\$175
	Non-Litigation	Partner	63	\$346	\$389	\$484	\$436	\$428	\$421
		Associate	57	\$302	\$364	\$376	\$346	\$342	\$377
Intellectual Property: Trademarks	Non-Litigation	Partner	11	\$339	\$448	\$623	\$473	\$409	\$472
		Associate	21	\$325	\$355	\$403	\$363	\$345	\$356

Section V: International Analysis

Germany

By Industry Group and Matter Type

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Industry Group	MatterType	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Financials Excluding Insurance	Non-Litigation	Partner	54	\$608	\$702	\$761	\$686	\$675	\$589
		Associate	107	\$365	\$438	\$542	\$466	\$425	\$405
Health Care	Litigation	Partner	33	\$416	\$572	\$705	\$565	\$557	\$543
		Associate	49	\$347	\$392	\$467	\$404	\$372	\$410
	Non-Litigation	Partner	45	\$383	\$432	\$503	\$473	\$462	\$492
		Associate	67	\$282	\$346	\$418	\$355	\$348	\$417
Industrials	Litigation	Associate	14	\$368	\$463	\$539	\$469	\$311	\$342
	Non-Litigation	Partner	31	\$352	\$377	\$605	\$467	\$399	\$429
		Associate	43	\$341	\$447	\$533	\$426	\$359	\$395
Technology and Telecommunications	Litigation	Partner	19	\$428	\$562	\$618	\$550	\$524	\$502
		Associate	24	\$325	\$335	\$398	\$357	\$364	\$342
	Non-Litigation	Partner	90	\$344	\$381	\$525	\$434	\$405	\$400
		Associate	112	\$319	\$336	\$375	\$343	\$331	\$331

Section V: International Analysis

Germany

By Firm Size

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Firm Size	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
50 Lawyers or Fewer	Partner	18	\$343	\$399	\$485	\$393	\$398	\$386
	Associate	22	\$290	\$362	\$423	\$366	\$374	\$374
51-200 Lawyers	Partner	13	\$362	\$392	\$413	\$404	\$348	\$395
	Associate	15	\$295	\$325	\$347	\$324	\$281	\$383
201-500 Lawyers	Partner	49	\$344	\$401	\$466	\$418	\$385	\$371
	Associate	53	\$324	\$332	\$347	\$339	\$320	\$317
501-1,000 Lawyers	Associate	18	\$279	\$306	\$341	\$324	\$319	\$346
More Than 1,000 Lawyers	Partner	108	\$556	\$645	\$742	\$641	\$589	\$559
	Associate	224	\$350	\$425	\$508	\$439	\$388	\$396

Section V: International Analysis

United Kingdom

By Role

Q3 2018 -- Real Rates for Partners, Associates, and Paralegals

Trend Analysis (Mean)

Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Partner	576	\$540	\$696	\$871	\$718	\$696	\$720
Associate	978	\$350	\$457	\$601	\$487	\$454	\$474
Paralegal	285	\$175	\$208	\$264	\$221	\$218	\$217

Section V: International Analysis

United Kingdom

By Practice Area and Matter Type

Q3 2018 -- Real Rates for Partners, Associates, and Paralegals

Trend Analysis (Mean)

Practice Area	MatterType	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Commercial	Litigation	Partner	13	\$532	\$671	\$750	\$661	\$658	\$616
		Associate	17	\$310	\$432	\$585	\$491	\$460	\$436
	Non-Litigation	Partner	57	\$508	\$607	\$686	\$607	\$584	\$624
		Associate	57	\$307	\$359	\$484	\$399	\$379	\$405
Corporate: Mergers, Acquisitions and Divestitures	Non-Litigation	Partner	28	\$665	\$682	\$815	\$753	\$799	\$804
		Associate	66	\$416	\$472	\$666	\$547	\$467	\$566
Corporate: Other	Litigation	Partner	23	\$595	\$754	\$851	\$772	\$755	\$773
		Associate	24	\$368	\$462	\$534	\$448	\$540	\$509
	Non-Litigation	Partner	50	\$615	\$744	\$826	\$730	\$705	\$758
		Associate	73	\$419	\$459	\$577	\$490	\$453	\$470
		Paralegal	16	\$179	\$205	\$248	\$220	\$206	\$179
Corporate: Regulatory and Compliance	Litigation	Associate	19	\$434	\$594	\$646	\$548	\$442	\$455
	Non-Litigation	Partner	64	\$619	\$738	\$860	\$763	\$665	\$690
		Associate	83	\$375	\$458	\$606	\$500	\$438	\$443
Corporate: Tax	Non-Litigation	Associate	11	\$443	\$588	\$660	\$581	\$603	\$625
Employment and Labor: Agreements	Non-Litigation	Partner	13	\$463	\$540	\$570	\$539	\$518	\$508
Employment and Labor: Compensation and Benefits	Non-Litigation	Associate	12	\$349	\$462	\$541	\$459	\$532	\$509
Employment and Labor: Other	Litigation	Partner	12	\$796	\$827	\$884	\$820	\$739	\$756
		Associate	24	\$377	\$452	\$585	\$487	\$532	\$557
	Non-Litigation	Partner	44	\$446	\$590	\$725	\$625	\$645	\$612
		Associate	54	\$298	\$373	\$545	\$435	\$439	\$438
Finance and Securities: Investments and Other Financial Instruments	Non-Litigation	Partner	77	\$671	\$790	\$951	\$835	\$804	\$859
		Associate	140	\$361	\$495	\$645	\$514	\$489	\$552
		Paralegal	53	\$167	\$200	\$253	\$224	\$204	\$266
Finance and Securities: Loans and Financing	Non-Litigation	Partner	72	\$815	\$991	\$1,134	\$950	\$858	\$798
		Associate	129	\$471	\$601	\$732	\$610	\$509	\$446
		Paralegal	31	\$244	\$281	\$293	\$278	\$251	\$285

Section V: International Analysis

United Kingdom

By Practice Area and Matter Type

Q3 2018 -- Real Rates for Partners, Associates, and Paralegals

Trend Analysis (Mean)

Practice Area	MatterType	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Intellectual Property: Other	Non-Litigation	Partner	22	\$281	\$287	\$358	\$361	\$425	\$436
		Associate	18	\$232	\$255	\$289	\$255	\$359	\$323
Intellectual Property: Patents	Litigation	Partner	21	\$663	\$821	\$855	\$733	\$706	\$741
		Associate	59	\$396	\$456	\$602	\$490	\$446	\$456
		Paralegal	12	\$257	\$287	\$290	\$275	\$221	\$218
	Non-Litigation	Partner	40	\$286	\$427	\$489	\$421	\$442	\$441
		Associate	43	\$258	\$262	\$394	\$319	\$305	\$335
		Paralegal	22	\$174	\$195	\$235	\$212	\$200	\$201
Intellectual Property: Trademarks	Non-Litigation	Partner	19	\$496	\$600	\$650	\$562	\$539	\$579
		Associate	38	\$294	\$340	\$410	\$387	\$379	\$405
		Paralegal	29	\$190	\$196	\$205	\$200	\$202	\$205

Section V: International Analysis

United Kingdom

By Industry Group and Matter Type

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Industry Group	MatterType	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
Financials Excluding Insurance	Litigation	Partner	25	\$800	\$874	\$1,022	\$893	\$876	\$830
		Associate	52	\$385	\$527	\$649	\$529	\$527	\$476
	Non-Litigation	Partner	226	\$697	\$828	\$1,075	\$863	\$796	\$804
		Associate	408	\$405	\$527	\$671	\$553	\$498	\$510
Health Care	Litigation	Partner	33	\$595	\$821	\$886	\$752	\$683	\$725
		Associate	57	\$436	\$544	\$641	\$529	\$446	\$452
	Non-Litigation	Partner	60	\$519	\$641	\$775	\$648	\$598	\$645
		Associate	70	\$304	\$405	\$486	\$419	\$378	\$417
Industrials	Litigation	Partner	18	\$490	\$638	\$1,003	\$705	\$674	\$620
		Associate	25	\$297	\$413	\$516	\$405	\$407	\$401
	Non-Litigation	Partner	52	\$286	\$350	\$616	\$459	\$609	\$680
		Associate	54	\$259	\$297	\$449	\$383	\$443	\$511
Technology and Telecommunications	Litigation	Partner	17	\$631	\$741	\$786	\$688	\$696	\$728
		Associate	42	\$350	\$420	\$493	\$429	\$454	\$442
	Non-Litigation	Partner	126	\$477	\$616	\$689	\$597	\$604	\$638
		Associate	225	\$320	\$392	\$480	\$405	\$377	\$395

Section V: International Analysis

United Kingdom

By Firm Size

Q3 2018 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

Firm Size	Role	n	First Quartile	Median	Third Quartile	Q3 2018	Q3 2017	Q3 2016
50 Lawyers or Fewer	Partner	11	\$166	\$600	\$647	\$449	\$458	\$488
	Associate	19	\$333	\$371	\$417	\$381	\$383	\$364
51-200 Lawyers	Partner	37	\$286	\$286	\$466	\$422	\$497	\$535
	Associate	43	\$259	\$264	\$367	\$331	\$340	\$341
201-500 Lawyers	Partner	39	\$528	\$615	\$686	\$607	\$623	\$686
	Associate	68	\$344	\$408	\$480	\$417	\$385	\$446
501-1,000 Lawyers	Partner	27	\$738	\$911	\$1,092	\$917	\$870	\$770
	Associate	53	\$441	\$561	\$695	\$588	\$517	\$471
More Than 1,000 Lawyers	Partner	311	\$646	\$773	\$947	\$801	\$756	\$791
	Associate	569	\$386	\$493	\$635	\$521	\$484	\$508

Section VI: Matter Staffing Analysis

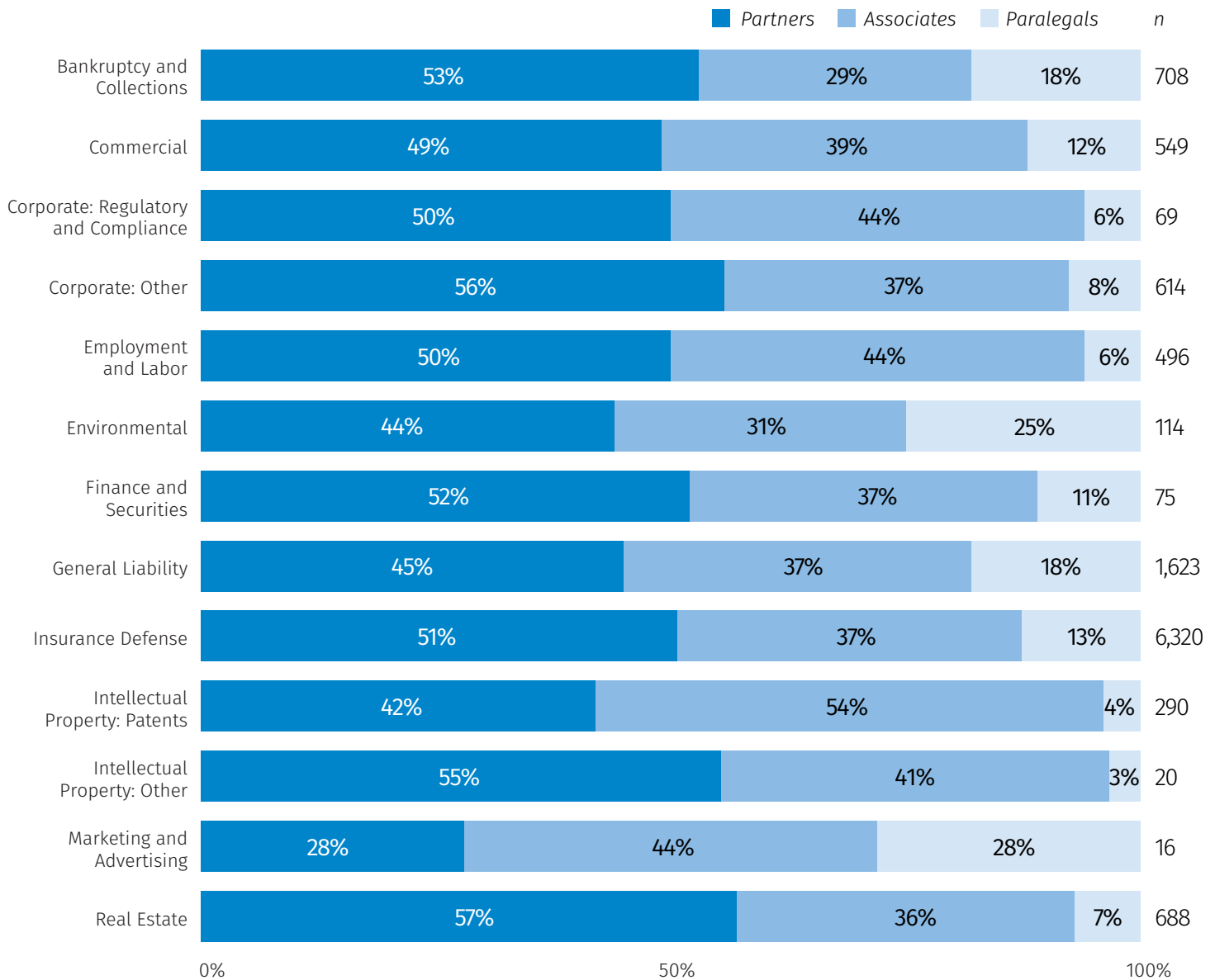


2018 Real Rate Report

Section VI: Matter Staffing Analysis

Short Litigation Matters, 40 to 100 Total Hours Billed

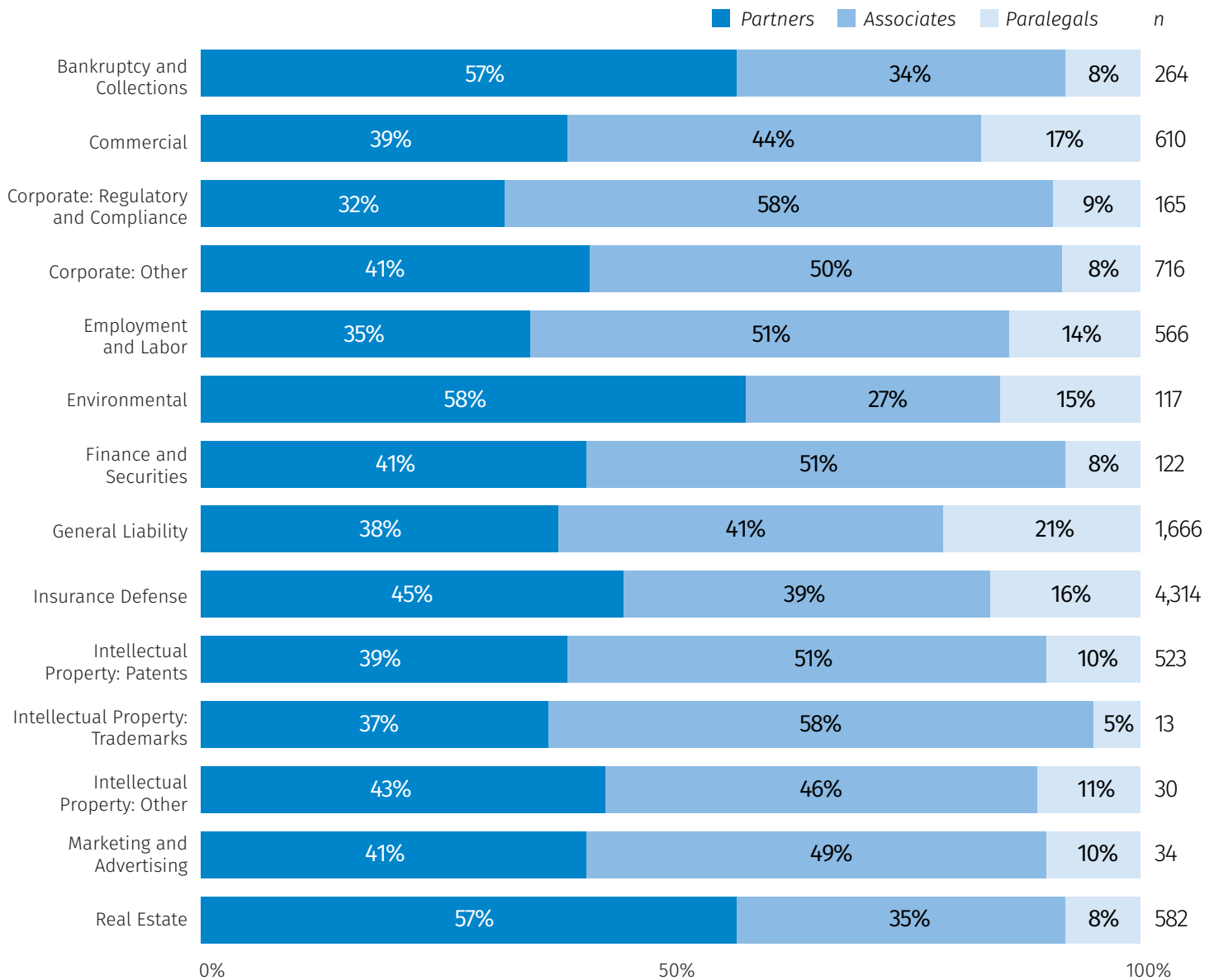
2016 to 2018 -- Percentage of Hours Billed per Matter



Section VI: Matter Staffing Analysis

Long Litgaton Matters, More Than 100 Total Hours Billed

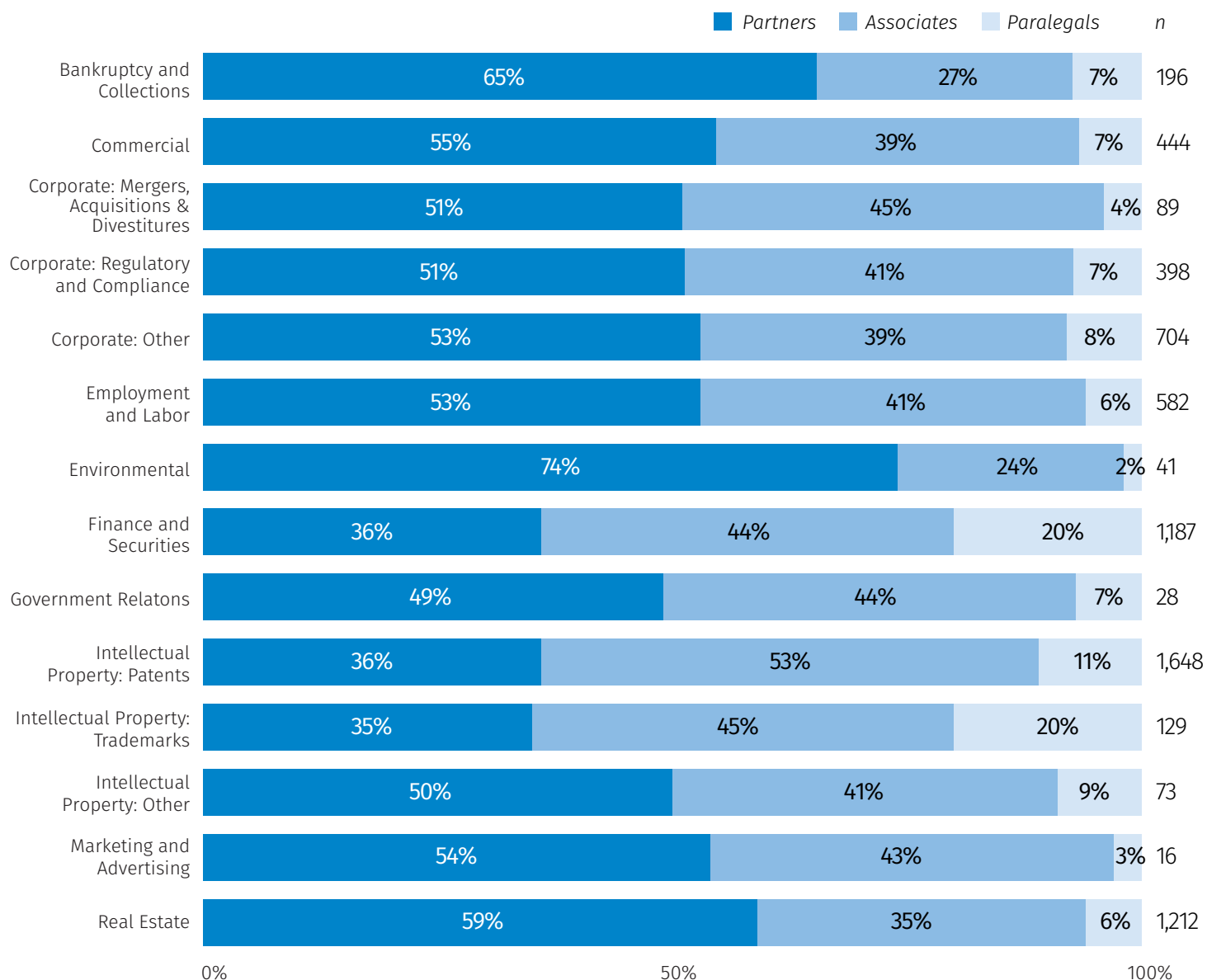
2016 to 2018 -- Percentage of Hours Billed per Matter



Section VI: Matter Staffing Analysis

Short Non-Litigation Matters, 40 to 100 Total Hours Billed

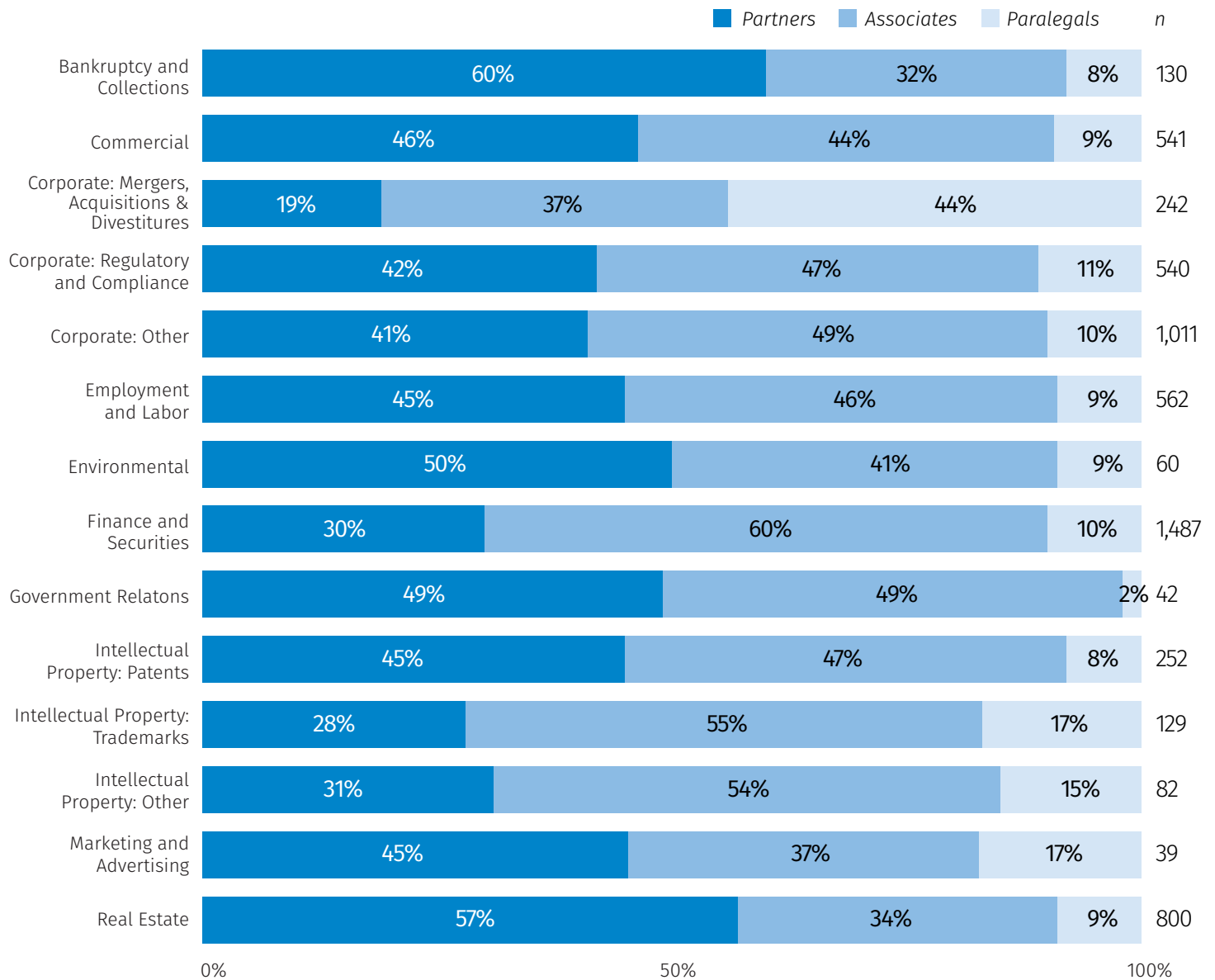
2016 to 2018 -- Percentage of Hours Billed per Matter



Section VI: Matter Staffing Analysis

Long Non-Litigation Matters, More Than 100 Total Hours Billed

2016 to 2018 -- Percentage of Hours Billed per Matter



Appendix: Data Methodology



2018 Real Rate Report

Appendix: Data Methodology

Invoice Information

Most of the data in Wolters Kluwer's ELM Solutions reference database and in the 2018 Real Rate Report were taken from invoice line item entries contained in invoices received and approved by participating companies.

Invoice data were received in the Legal Electronic Data Exchange Standard (LEDES) format (LEDES.org). The following information was extracted from those invoices and their line items:

- Law firm (which exists as a random number in the ELM Solutions reference database)
- Timekeeper ID (which exists as a random number in the ELM Solutions reference database)
- Matter ID (which exists as a random number in the ELM Solutions reference database)
- Timekeeper's position (role) within the law firm (partner, associate, paralegal, etc.)
- Uniform Task-Based Management System Code Set, Task Codes, and Activity Codes (UTBMS.com)
- Date of service
- Hours billed
- Hourly rate billed
- Fees billed

Non-Invoice Information

To capture practice area details, the matter ID within each invoice was associated with matter profiles containing areas of work in the systems of each company. The areas of work were then systematically categorized into legal practice areas. Normalization of practice areas was done based on company mappings to system-level practice areas available in the ELM Solutions system and by naming convention.

The majority of analyses included in this report have been mapped to one of 12 practice areas, further divided into sub-areas and litigation/non-litigation (for more information on practice areas and sub-areas, please refer to pages 167-170).

To capture location and jurisdiction details, law firms and timekeepers were systematically mapped to the existing profiles within ELM Solutions systems, as well as with publicly available data sources for further validation and normalization. Where city location information is provided, it includes any address within that city's defined Core-Based Statistical Area (CBSA) as defined by the Office of Management and Budget (OMB). The CBSAs are urban centers with populations of 10,000 or more and include all adjacent counties that are economically integrated with that urban center.

Where the analyses focus on partners, associates, and paralegals, the underlying data occasionally included some sub-roles, such as "senior partner" or "junior associate." In such instances, those timekeeper sub-roles were placed within the broader partner, associate, and paralegal segments.

Demographics regarding law firm size, location, and lawyer years of experience were augmented by incorporating publicly available information.

Appendix: Data Methodology

A Note on US Cities

Throughout the report, we have used city names to refer to CBSA and consistently used the principal city in the CBSA to refer to the entire area. The following are the shorthand city names used in this report and the corresponding CBSA designations, as defined by the OMB.

Principal City	CBSA Name
Akron, OH	Akron, OH
Albany, NY	Albany-Schenectady-Troy, NY
Albuquerque, NM	Albuquerque, NM
Atlanta, GA	Atlanta-Sandy Springs-Alpharetta, GA
Atlantic City, NJ	Atlantic City-Hammonton, NJ
Austin, TX	Austin-Round Rock-Georgetown, TX
Baltimore, MD	Baltimore-Columbia-Towson, MD
Beaumont, TX	Beaumont-Port Arthur, TX
Birmingham, AL	Birmingham-Hoover, AL
Boise City, ID	Boise City, ID
Boston, MA	Boston-Cambridge-Newton, MA-NH
Bridgeport, CT	Bridgeport-Stamford-Norwalk, CT
Buffalo, NY	Buffalo-Cheektowaga, NY
Burlington, VT	Burlington-South Burlington, VT
Charleston, SC	Charleston-North Charleston, SC
Charleston, WV	Charleston, WV
Charlotte, NC	Charlotte-Concord-Gastonia, NC-SC
Chicago, IL	Chicago-Naperville-Elgin, IL-IN-WI
Cincinnati, OH	Cincinnati, OH-KY-IN
Clarksburg, WV	Clarksburg, WV
Cleveland, OH	Cleveland-Elyria, OH
Columbia, SC	Columbia, SC
Columbus, OH	Columbus, OH
Dallas, TX	Dallas-Fort Worth-Arlington, TX
Dayton, OH	Dayton-Kettering, OH
Denver, CO	Denver-Aurora-Lakewood, CO
Des Moines, IA	Des Moines-West Des Moines, IA
Detroit, MI	Detroit-Warren-Dearborn, MI
Fresno, CA	Fresno, CA
Grand Rapids, MI	Grand Rapids-Kentwood, MI
Greensboro, NC	Greensboro-High Point, NC
Greenville, SC	Greenville-Anderson, SC

Appendix: Data Methodology

A Note on US Cities

Principal City	CBSA Name
Harrisburg, PA	Harrisburg-Carlisle, PA
Hartford, CT	Hartford-East Hartford-Middletown, CT
Honolulu, HI	Urban Honolulu HI
Houston, TX	Houston-The Woodlands-Sugar Land, TX
Indianapolis, IN	Indianapolis-Carmel-Anderson, IN
Jackson, MS	Jackson, MS
Jacksonville, FL	Jacksonville, FL
Kansas City, MO	Kansas City, MO-KS
Knoxville, TN	Knoxville, TN
Lafayette, LA	Lafayette, LA
Las Vegas, NV	Las Vegas-Henderson-Paradise, NV
Lexington, KY	Lexington-Fayette, KY
Little Rock, AR	Little Rock-North Little Rock-Conway, AR
Los Angeles, CA	Los Angeles-Long Beach-Anaheim, CA
Louisville, KY	Louisville/Jefferson County, KY-IN
Madison, WI	Madison, WI
Manchester, NH	Manchester-Nashua, NH
Miami, FL	Miami-Fort Lauderdale-Pompano Beach, FL
Milwaukee, WI	Milwaukee-Waukesha, WI
Minneapolis, MN	Minneapolis-St. Paul-Bloomington, MN-WI
Nashville, TN	Nashville-Davidson--Murfreesboro--Franklin, TN
New Haven, CT	New Haven-Milford, CT
New Orleans, LA	New Orleans-Metairie, LA
New York, NY	New York-Newark-Jersey City, NY-NJ-PA
Oklahoma City, OK	Oklahoma City, OK
Omaha, NE	Omaha-Council Bluffs, NE-IA
Orlando, FL	Orlando-Kissimmee-Sanford, FL
Philadelphia, PA	Philadelphia-Camden-Wilmington, PA-NJ-DE-MD
Phoenix, AZ	Phoenix-Mesa-Chandler, AZ
Pittsburgh, PA	Pittsburgh, PA
Portland, ME	Portland-South Portland, ME
Portland, OR	Portland-Vancouver-Hillsboro, OR-WA
Providence, RI	Providence-Warwick, RI-MA
Raleigh, NC	Raleigh-Cary, NC

Appendix: Data Methodology

A Note on US Cities

Principal City	CBSA Name
Richmond, VA	Richmond, VA
Rochester, NY	Rochester, NY
Sacramento, CA	Sacramento-Roseville-Folsom, CA
Salt Lake City, UT	Salt Lake City, UT
San Diego, CA	San Diego-Chula Vista-Carlsbad, CA
San Francisco, CA	San Francisco-Oakland-Berkeley, CA
San Jose, CA	San Jose-Sunnyvale-Santa Clara, CA
San Juan, PR	San Juan-Bayamon-Caguas, PR
Savannah, GA	Savannah, GA
Seattle, WA	Seattle-Tacoma-Bellevue, WA
St. Louis, MO	St. Louis, MO-IL
Syracuse, NY	Syracuse, NY
Tallahassee, FL	Tallahassee, FL
Tampa, FL	Tampa-St. Petersburg-Clearwater, FL
Toledo, OH	Toledo, OH
Trenton, NJ	Trenton-Princeton, NJ
Tulsa, OK	Tulsa, OK
Virginia Beach, VA	Virginia Beach-Norfolk-Newport News, VA-NC
Washington, DC	Washington-Arlington-Alexandria, DC-VA-MD-WV
Wheeling, WV	Wheeling, WV-OH
Winston, NC	Winston-Salem, NC

Appendix: Data Methodology

Anonymization of the Dataset

Prior to inclusion in the ELM Solutions reference database, we systematically scrubbed the data of any information that would identify a particular matter, company, law firm, invoice, or timekeeper (individual). To ensure relationships necessary for analysis, those variables were assigned randomly generated numbers. To maintain data integrity and allow for proper analysis, these numbers are linked across data tables to enforce their associations.

To further ensure anonymity and confidentiality:

- The information is published in such a manner as to make it reasonably impervious to reverse analysis should some attempt be made to determine what data might pertain to any company, law firm, timekeeper, invoice, or matter;
- The 2018 Real Rate Report will not reveal which ELM Solutions client or clients are included or excluded in its analyses;
- Clients are not and will not be informed as to whether their data are included within a particular facet of analysis; and
- No textual description of any legal work performed by any individual exists in the ELM Solutions reference database.

A Note on Insurance Litigation

Our aim is to provide a point of comparison for companies purchasing law firm services. To improve comparability, we removed data related to insurance company defense litigation for all analyses unless noted otherwise. Insurance litigation tends to be less expensive than other types of litigation, as it is typically more repetitive and less complex.

“Real Rate” Definition

The information in this report consists of data taken from client invoices submitted by law firms for work performed from 10/1/2015 through 9/30/2018. All invoices were submitted through the ELM Solutions e-billing systems and approved prior to 10/1/2018.

The analyses contained in this report are derived from aggregating hours, fees, and rates submitted as line items on those invoices. For a line item to qualify for inclusion in this report, it had to undergo multiple and rigorous testing processes to ensure its validity.

For example, for a rate to be loaded to the ELM Solutions reference database and used in this report, it must have been part of an invoice line entry in which all of the following items were included:

- Name of the biller
- Role of the biller
- Date of activity
- Hourly rate charged
- Time charged
- UTBMS code associated with the time charged
- Total amount charged for the activity

In addition, each line item's hourly rate was validated against its “real rate” (calculated by dividing the total amount charged for the activity by the time charged). Any line items with an hourly rate that did not align closely with the real rate were not loaded to the reference database.

Real Rate = Line Item Total/Line Item Hours (Units) Example: \$4,000/10 Hours = Real Rate of \$400

Adjustments the client made to line item amounts subsequent to submission are not factored into the dataset. These types of adjustments may impact the effective rate paid by the client to the law firm but do not reflect the real rate billed.

Appendix: Data Methodology

In short, the real rate is the rate appearing on an approved invoice at the invoice line item level.

Aggregations of data taken from millions of these line item-level invoice entries are the core of the information analyzed.

A Note on Negotiated Rates and Billing

Practices law firms can generally follow vary for submitting “negotiated” rates on invoices. Firms may submit the negotiated rate as the hourly rate identified on the invoice line item, insert a vendor line item adjustment to ensure compliance, or provide a vendor invoice level adjustment to bring the total amount of the fees into compliance with agreed-on discounts. Although the former two are considered part of the real rate calculation, the latter can be problematic. It is not directly linked to a line item, and therefore, for the purposes of determining the rate, it should not be assumed that the adjustment is related to a specific line item. Invoice-level adjustments may represent a credit or some other type of adjustment placed on the invoice. To ensure these types of adjustments would not adversely impact the analysis contained within the 2018 Real Rate Report, the team reviewed the population of invoices and line items to determine what the deviation of the real rate might be based on inclusion or exclusion. The analysis demonstrated that the variance was not significant (less than 1%).

As such, we decided not to include the vendor-level adjustments in the report.

Types of Matters Included in the Analysis

Matters within the ELM Solutions system are associated with areas of work described and defined by ELM Solutions clients. Those areas of work were analyzed and systematically categorized into legal practice areas. Normalization of practice areas was supported by mappings to system-level practice areas available in the ELM Solutions system and by naming convention.

All data included within this report have been mapped to a corresponding practice area. The majority of our analyses focus on the following 12 practice areas:

- Bankruptcy and Collections
- Commercial
- Corporate
- Employment and Labor
- Environmental
- Finance and Securities
- General Liability
- Government Relations
- Insurance Defense
- Intellectual Property
- Marketing and Advertising
- Real Estate

Within each client’s areas of work, sub-areas are often identified. The lists that follow identify client areas of work and, within those areas, the sub-areas underneath each practice area. Often, the same sub-area appears within different practice areas. For example, the sub-area “General/Other” when listed under “Commercial and Contracts” refers to general work provided regarding Commercial and Contracts matters. When listed under the “Employment and Labor” practice area, the same sub-area refers to work provided on Employment and Labor. Where applicable and practicable, each area and sub-area has been further subdivided into litigation and non- litigation work for the purposes of granular analysis.

Bankruptcy and Collections

Chapter 7
Chapter 9
Chapter 11
Chapter 15
Collections
General/Other
Preference Claims
Receivership
Workouts and Restructuring

Appendix: Data Methodology

Commercial (Commercial Transactions and Agreements)

Contract Breach or Dispute	General/Other
General, Drafting, and Review	

Corporate¹

Antitrust and Competition	Partnerships and Joint Ventures
Corporate Development	Regulatory and Compliance
General/Other	Safety and Security
Governance	Strategic Asset Management
Information and Technology	Tax
International	Treasury
Mergers, Acquisitions, and Divestitures	White Collar/Fraud/Abuse

Employment and Labor

ADA	Immigration
Agreements	OFCCP
Compensation and Benefits	OSHA
Discrimination, Retaliation, and Harassment/EEO	Union Relations and Negotiations/NLRB
Employee Dishonesty/Misconduct	Wages, Tips, and Overtime
ERISA	Whistleblower
FMLA	Workers Compensation
General/Other	Wrongful Termination

Environmental

Air	Noise
General/Other	Permits
Hazardous Materials	Superfund
Health and Safety	Waste/Remediation
Mining	Water

Finance and Securities

Commercial Loans and Financing
Debt/Equity Offerings
Fiduciary Services
General/Other
Initial Public Offerings
Investments and Other Financial Instruments
Leveraged Finance
Loans and Financing
Non-Commercial Loans and Financing
Routine Financial Transactions
Sarbanes-Oxley
SEC Filings and Financial Reporting
Securities and Banking Regulations

¹ All references to "Corporate: General/Other" in the 2018 Real Rate Report are the aggregation of all Corporate subareas excluding the Mergers, Acquisitions, and Divestitures sub-area and the Regulatory and Compliance sub-area.

Appendix: Data Methodology

General Liability

Advertising Injury	Mass Tort
Asbestos/Mesothelioma	Medical Malpractice
Auto and Transportation	Personal Injury/Wrongful Death
Completed Operations	Policy Coverage Dispute
Construction Defect	Pollution
Consumer Related Claims	Premises
Crime, Dishonesty, and Fraud	Product and Product Liability
Directors and Officers	Professional Liability
Discrimination	Property Damage
Employment	Sexual Abuse
Errors and Omissions	Subrogation
Fire	Toxic Tort
General/Other	Workers Compensation Coverage
Hospital	Workplace Safety

Government Relations

Agency and Policy Hearings	Legislative Drafting/Review
General/Other	Lobbying and Relations

Insurance Defense

Advertising Injury	Insurer Work Comp
Asbestos/Mesothelioma	Lawyer Liability
Auto and Transportation	Marine
Auto PD	Medical Malpractice
Bond	Personal Injury/Wrongful Death
Completed Operations	Policy Coverage Dispute
Construction Defect	Pollution
Consumer Related Claims	Premises
Crime, Dishonesty and Fraud	Product and Product Liability
Directors and Officers	Professional Liability
Employment	Property Damage
Errors and Omissions	Sexual Abuse
Fire	Subrogation
Garage	Toxic Tort
General/Other	Workers Compensation Coverage
Insurer Benefit Plans	Workplace Safety
Insurer ERISA	

Intellectual Property²

Copyrights	Opinions
General/Other	Patents
Licensing	Trade Secrets
Maintenance and Administration	Trademarks

² All references to "Intellectual Property: General/Other" in the 2018 Real Rate Report are the aggregation of all Intellectual Property sub-areas excluding the Patents and Trademarks sub-areas.

Appendix: Data Methodology

Marketing and Advertising

Communication
Defamation, Libel, and Slander
General/Other

Media
Promotions and Sweepstakes

Real Estate

Commercial
Condemnation
Construction/Development
Easement and Right of Way
Eminent Domain
Fair Housing
General/Other

Land Use/Zoning/Restrictive Covenants
Landlord/Tenant Issues
Leasing
Liens
Property/Land Acquisition or Disposition
Titles



About Wolters Kluwer's ELM Solutions

Wolters Kluwer's ELM Solutions is the market-leading provider of enterprise legal spend and matter management and legal analytics solutions. Corporate legal and insurance claims departments and their law firms worldwide trust our flexible, multi-solution approach to help ensure compliance, control costs and collaborate more effectively. This includes [Passport](#), the highest rated ELM solution in the 2017 Hyperion Marketview™ Legal Market Intelligence Report; [TyMetrix 360°](#), the industry's leading SaaS-based e-billing and matter management solution; and the [LegalVIEW®](#) portfolio of legal analytics solutions based upon the industry's largest and most comprehensive legal spend database, with more than \$128 billion in invoices.

CERTIFICATE OF SERVICE

I hereby certify that on July 1, 2021 I electronically filed this SUPPLEMENTAL DECLARATION OF KARL G. ANUTA IN SURPPORT OF COALITION MOTION FOR AN AWARD OF FEES AND EXPENSES with the Clerk of the Court using the CM/ECF system which will send notification of such filing on the following:

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Dated this 1st day of July 2021.

LAW OFFICE OF KARL G. ANUTA, P.C.

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